

THE  
SUPERANNUATION  
OF OFFICERS  
IN  
BRITISH HOSPITALS FOR THE INSANE:  
ITS PRINCIPLE,  
POLICY, AND PRACTICE.

BY  
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Feb. 36

PRESENTED BY

THE AUTHOR.



# TABLES

ILLUSTRATIVE OF THE PRACTICE OF

BRITISH HOSPITALS FOR THE INSANE,

AS REGARDS THE

## SUPERANNUATION

OF ALL CLASSES OF OFFICERS AND SERVANTS:

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## I.—OBJECT OF PUBLICATION.

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I HAVE been induced to publish the following Tables, with their Analyses and the relative comments, in order—

(1) To comply with a special request made by several of my correspondents, whose names are given in the sequel, and to fulfil an obvious expectation on the part of others of them, that I would Tabulate the Returns, to be hereinafter specified, *pro bono publico*, for the guidance especially of English and Scotch Asylums in their future arrangements as to Superannuation; and

(2) To make the *minority* of Public Asylums throughout the Three Kingdoms aware of what the *majority* are doing, or have done, in the important matter of the

### Pensioning

of Officers and Servants, and so to encourage the said minority to the systematic adoption of a scheme that is at once *just* and *politic*. There can be no doubt that the governing authorities of our Lunatic Asylums are determined, in such matters as the Rates of Pay and

Superannuation, less by what is right in the abstract—what would be fair to their own officers or politic in their own financial position—than simply by the practice of their neighbours—

*Exemplo plusquam ratione.*

Their behaviour, in short, is regulated too much by the prevailing Fashion in other Asylums. If it appear to be a general custom that a given benefit or privilege is granted or withheld elsewhere, the Directors of a particular Asylum, seeking guidance by imitation, follow their neighbours for or against its bestowal. This being the case, it is desirable to know and to make known that it is the Fashion—and one that is increasing till it threatens to involve every Public Asylum in these realms—to grant

Superannuation-allowances to all classes of Officers and Servants after Fifteen years' service, at the rate of about Two-thirds the total money value of office at the date of retirement.



## II.—DATA FOR THE TABLES.

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The following Tables have been based on the following Data :—

(1) To Mr. W. C. Corbet, Chief of the Secretarial department of the Office of Irish Lunatic Asylums, Dublin Castle, I am indebted for the last Annual Blue-book of the Irish Lunacy Commissioners (23d, 1874), which contains (at pages 228, 229, and 261) elaborate Tables showing the Superannuation-allowances at present being enjoyed in the District Asylums of Ireland; the Pensions that have lapsed by death during the year; and the existing and lapsed Pensions in the State Asylum for Criminal Lunatics at Dundrum. The Irish Public Asylums have long been distinguished for their systematic adoption of the Principle and Practice of granting, on a fixed scale, Pensions to all classes of their officers and servants; while the Irish Lunacy Blue-books have been, compared with those of the Sister Kingdoms, conspicuous for the prominence they give to the Tabulation of the Salaries, Wages, Allowances, with their money value, and Pensions, of the officers and servants of the various Public establishments under the jurisdiction of the Irish Lunacy Commissioners. In this respect—one of the utmost practical importance—the Irish Commissioners offer an admirable example to those of England and Scotland. It is obviously the foremost duty of the Lunacy Commissioners in all the Three Kingdoms to aid in rendering as efficient as possible the existing Public Asylums—a duty that is of

more immediate practical interest than philosophical disquisitions on the Statistics of Lunacy, or the modes of preventing its growth. It is equally evident that the efficiency of our Public Asylums depends essentially on the quality of their Officers; which again is determined by the pecuniary inducements offered for devoting themselves to a service that is more dangerous and exhausting than perhaps any other department of the Public Service—certainly more so than what is usually known as Her Majesty's Civil Service, or even the service of the Army or Navy.

(2) To the veteran, Dr. Kitching of York, formerly the Physician of the far-famed "Retreat" there, I owe a couple of copies of his excellent "Report on Pensions, presented to the Committee of the Friends' Retreat" in 1872, and which deals with the subject exhaustively up to that date. It is perhaps unfortunate for British Asylums in general, public and private, that the said Report was "printed for private circulation only," as, under other circumstances, it might have been more extensively or generally useful to the Committees and Officers of these establishments.

(3) Dr. Murray Lindsay, now of the Derby County Asylum, but formerly one of the Physicians-in-chief of the world-famed Metropolitan Asylum of Hanwell, I have to thank for a copy of the "Report of the Committee for Accounts and for general purposes for the year 1874" of the county of Middlesex, presented to the "January Adjourned Quarter Sessions, 1875," a printed pamphlet, which contains (at page 26) a table of Superannuation-allowances in the large County Asylums of Hanwell and Colney Hatch, as well as in the House of Correction at Cold-Bath Fields; the House of Correction

at Westminster; the House of Detention; and the Industrial School, Feltham. This is the most complete and important list of Pensions in connection with any of the County Asylums of England—more nearly, in its general scope, approaching the Tables of the Irish Blue-Books. Unfortunately it gives only the name of the Pensioner and the amount of the Pension. I have also had the use, however, of a supplementary (written) Table, prepared for Dr. Murray Lindsay by Mr. Charles Wright, formerly Clerk to the Committee of the Hanwell Asylum, which adds several important details relative to the Pensions both at Colney Hatch and Hanwell. Dr. Murray Lindsay himself has supplied many additional details of the kind he knew I required for the completeness of my Tabulations; and I may here add that to him also I owe many valuable Notes on the general subject of Superannuation in English Asylums, collected and forwarded by him from time to time since he became officially connected with the County Asylums of England in 1858.

(4) The Annual published *Reports* of a few Public Asylums in each of the three kingdoms contain information concerning the Pensions granted to their officers and servants; and it is most desirable that this commendable example should be generally imitated in Asylum Reports. Of recently issued Reports that have come into my hands, and for which I have to thank the senders, that which affords the best example of the attention given to the important subject of Superannuation is *Wilts* (24th, 1875, pages 38 and 84), which devotes a special section to the subject of "Superannuation Allowances to officers and servants," including a Tabulation of details concerning existing Pensions and Pensioners. It has long been customary for the *Irish* Asylum Reports to give full

Tabulations of existing and lapsed Pensions. The latest instance is in the Report of the "*Londonderry District Hospital for the Insane*" (1875, page 21); but such Tables have long been familiar to me in the Reports of the *Richmond* Asylum, Dublin,\* and of the *Cork* and *Limerick* Asylums. The last Report (61st, 1875, pages 10 and 18) of the *Glasgow* Royal Asylum at Gartnavel, takes notice—and with proper gratulation, for the award was honourable to all the parties—the donors and the recipient—of a Pension granted to the veteran Physician, Dr. Mackintosh. The latest Report of the "Lunatic Asylum for the *North Riding* of Yorkshire" (1875, page 4), notices one of the ordinary minor Pensions to a Female attendant and sempstress; that of *Derby* (23d, 1874, page 17), specifies a Pension to an invalided female attendant; that of the Friends' Retreat, near *York* (79th, 1875, page 8), mentions among the items of Ordinary Expenditure a Gratuity of £1000 to Dr. Kitching; that of *Broadmoor* (1875, page 9), records a Gratuity to an invalided male attendant; and that of the *Nottingham* Lunatic Hospital (the Coppice) refers to the Pensioning of a Matron (19th Report, 1875, pages 18 and 19).

(5) But, so far as concerns *England* and its Public Asylums, the details contained in the following Tables are compiled mainly from a series of Returns from the following Asylums, made up and signed by the following officers:—

\* As exemplified in the last Report (1875), which contains (page 38) a "Return of Superannuation-Allowances at present enjoyed by Officers and Servants . . . in pursuance of the provisions of the Act 19 and 20 Vic., cap. 99, and subsequent acts."

## I.—COUNTY ASYLUMS.

*Exclusively or mainly for the Pauper Insane.*

- (1) *Cornwall*—Mr. S. Hicks, Clerk and Steward, and Clerk to the Visitors.\*
- (2) *Derby*—Dr. Murray Lindsay.
- (3) *Devon*—Dr. Saunders.
- (4) *Dorset*—Dr. Symes.
- (5) *Essex*—Mr. Chas. S. Rayner, Steward and Clerk.
- (6) *Gloucester*—Dr. Toller.
- (7) *Hants*—Mr. A. C. Morrison, Clerk to the Visitors.
- (8) *Kent*—Mr. Geo. Appleyard, Clerk and Steward.
- (9) *Lancashire*: (a) *Lancaster*—Mr. P. Dutton, Steward.  
(b) *Prestwich*—Mr. Robert Coates, Treasurer and Clerk.
- (10) *Lincoln*—Mr. George Kirkup, Clerk.
- (11) *Nottingham*—Dr. Phillimore.
- (12) *Oxford*—Dr. Sankey.
- (13) *Shropshire*—Mr. John Roberts, Clerk.
- (14) *Somerset*—Mr. B. T. Duke, Clerk and Steward, and Clerk to the Visitors.
- (15) *Stafford*—Mr. James Tilston, Clerk.
- (16) *Suffolk*—Dr. Kirkman.
- (17) *Surrey*—Mr. Charles Gallagher, Clerk.
- (18) *Three Counties (Hertford, Bedford, and Huntingdon)*—Dr. Swain.
- (19) *Wales*, (a) *North (Denbigh)*—Mr. John Robinson, Clerk to the Visitors.  
(b) *South (Abergavenny)*—Mr. S. Browning, Clerk to the Visitors.
- (20) *Warwick*—Dr. Parsey.
- (21) *Worcester*—Dr. Sherlock.
- (22) *York (North Riding)*—Dr. Hingston.

\* In this, in Bristol, and in one or two other cases, the compilers of the Returns took the trouble to amend them by supplementary detail, so as to facilitate the following Tabulation.

## II.—BOROUGH ASYLUMS.

- (23) *Bristol*—Mr. Fred. A. King, Clerk.

## III.—STATE ASYLUMS.

- (24) *Criminal—at Broadmoor*—Dr. Orange.

## IV.—IDIOT ASYLUMS.

- (25) *Earlswood*—Dr. Grabham.

## V.—REGISTERED HOSPITALS.

*Exclusively or mainly for Patients of the Middle and Upper Classes.*

- (26) *Northampton*—Mr. John Godfrey, Secretary.  
 (27) *Nottingham*—Mr. Kemp Sanby, Clerk.  
 (28) *Warneford Asylum, Oxford*—Dr. Ward.  
 (29) *Wonford House, Exeter*—Dr. Lyle.  
 (30) *York*: (a) *The Asylum, Bootham*—Mr. R. D. Horne,  
                     Secretary and House Steward.  
               (b) *The Retreat*—Dr. Baker.

(6) As regards *Scotland*, I have similar Returns from the following Royal or Chartered Asylums and their officers :—

- (31) *Edinburgh*—one signed by Mr. D. Scott-Moncrieff, W.S., Treasurer; the other, a supplementary one, by Dr. Clouston.  
 (32) *Glasgow*—Mr. J. Roxburgh Strong, C.A., Treasurer and Secretary.

(7) The *Returns* in question from English and Scotch Asylums consisted of Printed Schedules issued by me, and returned with the columns more or less fully filled up. These columns formed a Table, the object of which was to embody, under the following heads, information respecting the Pensions and the Pensioners in each Asylum to which the Schedules were sent:—

- (1) Amount of Pension.
- (2) Length of Service.
- (3) Salary or Wage while on Active Service.
- (4) Additional Official Allowances, with their annual money value.
- (5) Total Money Value of Office at time of retiral.
- (6) Nature of Office held.
- (7) Nature of Fund from which Pensions are paid.

The *Schedules* were accompanied by printed *Circulars* inviting co-operation; and both Circulars and Schedules were sent to the Secretaries (or equivalent officers) of all the *older* Public Asylums of England, Wales, and Scotland; that is, to all those of *twenty* years of age or upwards. The appeal was generally responded to—in some cases promptly and cordially—obviously from the feeling that such a kind of information was, or might become, of signal use to all classes of present or future officers in all the Public Asylums of the three kingdoms. There are very few exceptions indeed to the general statement that the following Tables include the most recent Returns from all the older Public Asylums of Great Britain and Ireland.

(8) Other kinds or forms of information have been contained in *letters*, with which I have been favoured by

Dr. Browne, Dumfries, formerly one of H.M.  
Commissioners in Lunacy for Scotland.

Dr. Clouston, Edinburgh.

Dr. Yellowlees, Glasgow.

Dr. Kitching, York.

Dr. Phillimore, Nottingham.

Dr. Toller, Gloucester.

Mr. Samuel Adamson, Treasurer of the Dumfries  
Royal Asylum.

Mr. H. C. Ward, Clerk of the Wilts (County)  
Asylum.

Mr. Joseph Quarter, Secretary of the York Retreat.

Mr. R. D. Horne, Secretary and House Steward of  
the Asylum, Bootham, York.



### III.—CLASSES OF PUBLIC ASYLUMS REPRESENTED IN THE TABLES.

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The details which have been collected and arranged in the following Tables relate to the Superannuation arrangements of all classes of *Public* Asylums in the Three Kingdoms:—those for *Affluent* or self-supporting, as well as for Parochial or *Pauper*, Patients—for the upper and middle or educated classes, as well as for the lower and uneducated. The Statistics contained in the Tables represent—in

#### (1) ENGLAND AND WALES

Twenty-eight *County* Asylums. Though these Asylums are supposed to be for Paupers exclusively, many of them contain also limited numbers of Private (or “Pay”) Patients of a higher class.

One *State or Government* Asylum, that for Criminals in Berkshire.

One *Borough or City* Asylum, which resembles, as regards its Inmates, the County Asylums.

One *Asylum for Idiot Children*, erected and maintained in great measure by Public Subscriptions, receiving only Patients of the Private or self-supporting class.

Five *Registered Hospitals*, mainly for Patients of the *Private*—that is, middle and upper classes. Of these the largest is the “Northampton General Lunatic Hospital,” with a population of 444, of whom 267 are Paupers and 177 *Private*. The York Lunatic Hospital at Bootham has 184 inmates, of whom 50 are Paupers and 134 *Private*. The Retreat, York, has 137 residents, all of the *Private* class. Wonford House, Exeter, has

93, all, with a single exception, also *Private*. The Warneford Asylum, Headington Hill, Oxford, has 59, all *Private*. *Nottingham* Lunatic Hospital (the Coppice, near Nottingham) has 66 inmates, all *Private*. It is avowedly "supported by voluntary contributions" from the public—its Funds being derived from Annual Contributions, Donations, Legacies, and Church Collections, as well as from the Board-rates of Patients.

### (2) IRELAND.

Fifteen *District Asylums*, like the County Asylums of England, ostensibly exclusively for Paupers.

One *State or Government* Asylum for Criminals, at Dundrum, near Dublin.

### (3) SCOTLAND.

Four *Chartered or "Royal"* Asylums. Of these the Murray Royal Institution is the only establishment which receives none but *Private Patients*, to the number of 76. The others consist of two Departments in separate buildings—the one for the Pauper class of patients, the majority; the other for the Private class, the minority.

The Total Number of Asylums of the Three Kingdoms represented in the following Tables is, therefore,

43 County or District Asylums.	}	Mainly for the <i>Indigent</i> classes.
2 State Asylums.		
1 Borough Asylum.		
1 Asylum for Idiot Children.	}	Mainly for the <i>Affluent</i> classes.
5 Registered Hospitals.		
4 Chartered or Royal Asylums.		

IV.—TABLE showing the present TOTAL ANNUAL EXPENDITURE ON PENSIONS by the Public Asylums of England, Ireland, and Scotland; with the NUMBER OF ANNUITANTS in each Asylum.

I. ENGLAND.

Asylum.	Pension Expenditure.	No. of Pensioners
1. Broadmoor, - - -	£22 1 9	1
2. Cornwall, - - -	504 0 0	9
3. Derby, - - -	628 0 0	7
4. Devon, - - -	32 0 0	2
5. Dorset, - - -	35 0 0	1
6. Earlswood, - - -	45 0 0	1
7. Essex, - - -	158 0 0	4
8. Gloucester, - - -	508 6 0	8
9. Hants, - - -	92 16 0	3
10. Kent, - - -	788 6 8	5
11. Lancashire—Lancaster,	159 0 0	4
12. „ Prestwich,	136 0 0	2
13. Lincoln, - - -	25 0 0	1
14. Middlesex—Colney Hatch,	1045 10 0	13
15. „ Hanwell, -	1647 4 0	25
16. Northampton, - -	60* 0 0	1
17. Notts (county), - -	86 16 0	3
18. Nottingham (town), -	25 0 0	1
19. Oxford (county), - -	250 0 0	1
20. „ Warneford House,	50 0 0	1
21. Shropshire, - - -	87 9 4	2
22. Somerset, - - -	475 0 0	2
23. Stafford, - - -	196 0 0	4
24. Suffolk, - - -	120 0 0	3
25. Surrey (Wandsworth), -	963 0 0	16

\* But “several Servants” are also mentioned as Pensioners at £26 to £36 8s per annum.

I. ENGLAND—(*continued*)

Asylum.	Pension Expenditure.			No. of Pensioners.
26. Three-Counties, - - -	550	0	0	2
27. Wales, North (Denbigh),	356	0	0	2
28. „, South (Abergavenny),	93	0	0	3
29. Warwick, - - -	280	5	4	4
30. Wilts, - - -	262	0	0	5
31. Wonford House (Exeter),	30	0	0	1
32. Worcester, - - -	100	0	0	1
33. York (North Riding), -	782	2	8	9
34. „, Bootham, - - -	131	0	0	2
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	£10,723	17	9	149

## II. IRELAND.

1. Armagh, - - -	£44	5	11	3
2. Ballinasloe, - - -	336	17	5	6
3. Belfast, - - -	55	9	3	3
4. Carlow, - - -	47	1	4	3
5. Clonmel, - - -	360	8	1	10
6. Cork, - - -	105	8	10	6
7. Dundrum, - - -	55	17	0	3
8. Kilkenny, - - -	5	0	0	1
9. Limerick, - - -	323	8	0	8
10. Londonderry, - - -	92	19	10	3
11. Maryborough, - - -	84	13	4	6
12. Omagh, - - -	39	1	8	4
13. Richmond, - - -	606	18	5	25
14. Sligo, - - -	7	18	8	1
15. Waterford, - - -	148	10	0	5
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	£2313	17	9	87

## III. SCOTLAND.

1. Dumfries, - - -	£25	0	0	1
2. Edinburgh, - - -	94	5	0	4
3. Glasgow, - - -	600	0	0	1
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	£719	5	0	6

(1) The main point of interest in the foregoing Table is the marked contrast between the Expenditure of the Three Kingdoms, and of different Asylums in the same Kingdom, as illustrating the very different views which Asylum-Directors take of their *Duty* as regards the Superannuation of Asylum-officials. Thus, while Scotland is most liberal, as will be seen from the next Table, in individual Pensions, as a whole its Asylum-Superannuations cut a sorry figure beside those even of Ireland. And the contrast is the more to its discredit that we have to compare, not the District Asylums of Scotland with the corresponding ones of Ireland—seeing that all the purely District Asylums of Scotland are as yet too young to be expected or called upon to grant Pensions. But we have to compare, to their obvious disadvantage, the old “Chartered” or “Royal” Asylums of Scotland,—which are intended as much for the affluent as for the indigent classes,—with the purely Pauper Asylums of Ireland.

(2) The contrast between the Total Pension-grants in the different Asylums of the same country is sometimes accidental. Thus the contrast between Glasgow, Edinburgh, and Dumfries arises from the circumstance that within the last few years a Pension of £500 has lapsed at Edinburgh—lapsed indeed before it was ever enjoyed; while at Dumfries, what is equivalent to a Pension of £100 a year is not included in the Return made.

(3) In other cases, the Age of the Asylum influences materially the Number of Pensioners and the Amount of Pensions: the Number and Amount tending to be greater in the older than in the younger Asylums, and in proportion to their age. But, on the one hand, some of the oldest Asylums in England and Scotland give no

Pensions at present, if they have ever granted any, *e.g.*, St Luke's and Bethlehem Hospitals, London, both of which are over 100 years old ; the Retreat, York, which is about 80 ; Montrose, about 90 ; Aberdeen, 75 ; and Chester, 45. And on the other hand, the newer County Asylums—*e.g.*, Three-counties, Colney Hatch, Derby, Wilts, North Riding, and Worcester—show a commendable disposition to interpret liberally in every sense the Superannuation clauses of the most recent Lunacy Statutes.

(4) The contrast between the Number of Pensioners and the Amount of Pensions is naturally greatest where the Superannuation-allowances of *Medical Superintendents* are included—as in the cases of Glasgow, Three-counties, Oxford, Somerset, Derby, and Kent, where they constitute the chief—sometimes the only—item of Pension Expenditure.



V.—TABLE illustrative of the Amount of the PENSIONS granted to different ranks of Officers and Servants in the various classes of Public Asylums in Great Britain and Ireland.

1. Medical Superintendents.

	Per Annum.
Glasgow, - - - -	£600 0 0
York, North Riding (dead), -	533 6 8
Edinburgh (dead), }	
Three Counties, }	500 0 0
Hanwell, - - - -	466 13 4
Somerset, - - - -	450 0 0
Derby, - - - -	400 0 0
Kent, - - - -	350 0 0
Denbigh, - - - -	330 0 0
Gloucester, - - - -	300 0 0
Oxford, }	
Bristol, }	250 0 0
Warneford (dead), }	
Clonmel, - - - -	217 10 0
Limerick, - - - -	213 0 8
Kent, - - - -	150 0 0

2. Non-Medical Superintendents.

Ballinasloe (Manager), - -	240 0 0
Cornwall (Domestic Superintend- ent and Clerk to Visitors, }	200 0 0
Waterford (Manager), - -	115 5 9

3. Visiting Physicians.

Surrey, - - - -	140 0 0
Richmond, - - - -	56 3 0

## 4. Assistant Physicians or Apothecaries.

					Per Annum.		
Richmond,	-	-	-	-	£170	3	1
Hanwell,	-	-	-	-	125	0	0
Wilts,	-	-	-	-	75	0	0
Limerick,	-	-	-	-	20	0	0
Ballinasloe,	-	-	-	-	13	6	8

## 5. Chaplains.

Kent,	-	-	-	-	130	0	0
Worcester,	-	-	-	-	100	0	0
Colney Hatch,	}	-	-	-	50	0	0
Wilts (dead),							
Notts (County)	-	-	-	-	40	0	0
Omagh,	-	-	-	-	15	15	0

## 6. Clerks (or Secretaries).

*Surrey,	-	-	-	-	340	0	0
Hanwell,	-	-	-	-	233	6	8
*Warwick,	-	-	-	-	200	0	0
*Kent,	-	-	-	-	125	0	0
York (Bootham),	-	-	-	-	105	0	0
Hanwell,	-	-	-	-	100	0	0
*Gloucester,	-	-	-	-	70	0	0
Northampton (dead),	-	-	-	-	60	0	0

## 7. Stewards (or Storekeepers).

Colney Hatch,	-	-	-	-	350	0	0
Kent,	-	-	-	-	125	0	0
Suffolk,	-	-	-	-	60	0	0
Londonderry,	-	-	-	-	43	6	8
Cork,	-	-	-	-	25	0	8

## 8. Under or Junior Clerks.

Hanwell,	-	-	-	-	63	6	8
Clonmel (also a Keeper),	-	-	-	-	42	0	0

\* Act also as Stewards.

## 9. Matrons.

					Per Annum.		
Colney Hatch,	{	-	-	-	£200	0	0
Surrey,	-	-	-	-	120	0	0
Prestwich	{	-	-	-	120	0	0
Lancaster,		-	-	-	100	0	0
Derby,		-	-	-	80	0	0
Wilts,	-	-	-	-	70	0	0
Bristol,	-	-	-	-	66	13	4
Shropshire,	-	-	-	-	55	0	0
Gloucester,	-	-	-	-	53	6	8
Ballinasloe,	-	-	-	-			
Warneford House,	-	-	-	{	50	0	0
Three Counties,	-	-	-				
Maryborough,	-	-	-				
Stafford,	-	-	-				
Earlswood,	-	-	-	-	*45	0	0
Essex,	-	-	-	-	40	0	0
Kent,	-	-	-	-	33	6	8
Armagh,	-	-	-	-	28	2	5
Edinburgh,	-	-	-	-	26	5	0
Nottingham (town),	-	-	-	-	25	0	0

## 10. Assistant (or Deputy) Matrons.

Colney Hatch,	-	-	-	-	160	0	0
Surrey,	-	-	-	-	50	0	0
Hanwell,	-	-	-	-	46	13	4
Richmond,	-	-	-	-	44	14	8

## 11. Housekeepers.

Stafford,	-	-	-	-	80	0	0
Lincoln,	-	-	-	-	25	0	0

\* With Board and Residence in the Asylum : a privilege which may be valued at an additional £75 per annum.

## 12. Gardeners (Farm Bailiffs or Land Stewards).

	Per Annum.
Wilts, - - - - -	£52 0 0
Hanwell, - - - - -	45 0 0
Edinburgh, - - - - -	40 0 0
Dorset, - - - - -	35 0 0
Surrey, - - - - - 2 at	30 0 0
Londonderry (Gardener), - -	28 3 2
Warwick, } - - - - -	26 0 0
Denbigh, }	
Abergavenny, } - - - - -	25 0 0
Dumfries, }	
Warwick, - - - - -	24 5 4
Londonderry (Farm care-taker),	21 10 0
Carlow, - - - - -	15 3 9

## 13. Under Gardeners (or Garden and Farm Labourers).

Hanwell (Cowman), - - -	52 0 0
Surrey, - - - - -	20 0 0
Colney Hatch (Cowman), - -	19 10 0
Surrey, - - - - -	16 0 0

## 14. Tradesmen, (Mechanics, or Artisans).

Hanwell: Brewer, - - -	52 0 0
Tinman, - - - - -	48 10 8
Smith,* - - - - -	41 12 0
Upholsterers, { - -	40 0 0
Assistant Carpenter, -	27 14 8
Hants: Carpenter, - - -	20 0 0
Smith, - - - - -	41 12 0
Surrey: Foreman Bricklayer, -	31 4 0
Somerset: Baker, - - -	40 0 0
Colney Hatch: Shoemaker, -	25 0 0
Notts (County): Joiner, }	22 0 0
Gloucester: Tailor, }	20 16 0
Cornwall: Baker, - - -	20 0 8
Clonmel: Tailor, - - -	18 6 8
Waterford: Shoemaker, - -	6 9 8

\* Also an out-door attendant.

## 15. Gate-keepers (or Gate-porters).

	Per Annum.		
Colney Hatch, - - - -	£40	0	0
Broadmoor - - - -	22	1	9
Richmond, - - - -	20	16	8
Edinburgh (dead), - - - -	20	0	0
Clonmel, - - - -	10	0	0
Maryborough, - - - -	8	6	8

## 16. Hall Porters.

Cornwall, - - - -	25	0	0
Devon, - - - -	20	0	0
Richmond, - - - -	13	12	4
Wilts (dead), - - - -	13	6	8

## 17. Cooks.

Surrey, - - - -	20	0	0
Stafford, - - - -	16	0	0
Maryborough, - - - -	6	2	0

## 18. Laundrymaids.

Cork (chief), - - - -	25	0	0
Derby (chief), - - - -	24	0	0
Lancaster, - - - -	20	0	0
Hanwell, - - - -	18	0	0
Cornwall (second) - - - -	13	0	0
Waterford, - - - -	5	7	4
Kilkenny, - - - -	5	0	0

## 19. Housemaids.

Limerick, - - - -	{	16	17	7
Richmond, - - - -		11	8	5
		11	6	8

## 20. Male Attendants of all grades—including Head and Night Attendants.

Yorkshire (North Riding), -	{	2 at	50	0	0
			*40	0	0
			35	0	0
			30	0	0
			26	0	0
			20	16	0
			* With Cottage, &c.		

20. Male Attendants—(*continued*).

					Per Annum.		
Abergavenny (Head),	-	-	-	-	£48	0	0
„ (Ordinary),	-	-	-	-	20	0	0
Essex, - - -	-	-	-	(Head) {	45	0	0
					38	0	0
					35	0	0
Surrey, - - -	-	-	-	(Night) {	35	0	0
				2 at	25	0	0
					34	16	0
					31	4	0
Hanwell, - - -	-	-	-	2 at	30	0	0
					26	13	4
					23	6	8
					16	0	0
Cork, - - -	-	-	-	{	33	0	0
					10	17	6
Suffolk (Head),	-	-	-	-	32	0	0
„ (Ordinary),	-	-	-	-	28	0	0
Wonford House (Head),	-	-	-	-	30	0	0
Derby, - - -	-	-	-	-	2 at	30	0
Belfast, - - -	-	-	-	-	27	0	0
Gloucester, - - -	-	-	-	{	26	0	0
					15	0	0
Bristol, - - -	-	-	-	{	26	0	0
York (Bootham)	-	-	-	{			
Notts (County),	-	-	-	{			
					25	6	4
					17	1	1
Richmond, - - -	-	-	-	{	16	8	2
					13	8	5
					13	2	11
					10	5	5
Dundrum, - - -	-	-	-	-	22	7	4
Lancaster, - - -	-	-	-	{	21	0	0
					18	0	0
Shropshire (Head),	-	-	-	-	20	16	0
Hants (Head), - - -	-	-	-	-	20	0	0
Cornwall, - - -	-	-	-	{	3 at	20	0
					15	0	0

20. Male Attendants—(*continued*).

					Per Annum.		
Clonmel, - - -	(Nightman)	{			£18	0	0
Carlow, - - -	-	-			6	9	1
Colney Hatch, - - -	-	-			17	16	10
		{	2 at		16	0	0
					15	0	0
					10	0	0
Limerick, - - -	-	-			14	9	10
Ballinasloe, - - -	-	-			12	10	0
Devon, - - -	-	-			12	0	0
Waterford, - - -	-	-			10	3	6
Maryborough, - - -	-	-			9	5	4
		{			6	9	10
Omagh, - - -	-	-			7	5	4

## 21. Female Attendants of all grades—including Head and Night Attendants.

Stafford, - - -	-	-	-	-	50	0	0
Surrey, - - -	-	-	-	-	40	0	0
Prestwich, - - -	-	-	-	-	36	0	0
Hanwell, - - -	-	-	-	-	34	0	0
	(Night)	{			15	6	8
Warwick, - - -	-	-	-	-			
Yorkshire (North Riding), -	-	(Night)	{		30	0	0
Wilts (Head) - - -	-	-	-	-			
„ (Ordinary), - - -	-	-	-	-	25	0	0
					27	0	0
					22	13	4
					21	0	0
					15	2	4
					15	1	4
Richmond, - - -	-	-	-	-	13	2	0
					12	0	0
					11	6	8
					9	11	0
					8	10	0
					7	18	8
					7	1	0

21. Female Attendants—(*continued*).

					Per Annum.		
Derby,	-	-	-	-	{	£24	0 0
						20	0 0
						21	0 6
Limerick,	-	-	-	-	{	18	18 0
						7	13 0
Edinburgh,	-	-	-	-	{	20	0 0
						8	0 0
Dundrum,	-	-	-	-	{	18	15 8
						14	14 0
Belfast,	-	-	-	-	{	18	4 3
						10	5 0
Colney Hatch,	-	-	-	-	{	18	0 0
						10	0 0
					{	17	12 4
Clonmel,	-	-	-	-		12	19 0
						9	3 0
					{	8	8 0
Cornwall,	-	-	-	-		16	0 0
Gloucester,	-	-	-	-	{	15	0 0
						6	10 0
Carlow,	-	-	-	-	{	14	0 9
						11	11 10
Armagh,	-	-	-	-	{	4	11 8
						11	3 9
Waterford,	-	-	-	-	{	10	8 0
						7	6 1
Ballinasloe,	-	-	-	-	{	9	1 8
						6	19 8
Sligo,	-	-	-	-	{	7	18 8
						6	10 8
Cork,	-	-	-	-	{	5	0 0
						4	9 6
Maryborough,							

22. Miscellaneous Officers or Servants—not included in any of the foregoing (twenty-one) classes.

	Per Annum.
Hanwell: Carter, - - -	£26 0 0
Perth (Murray Royal Institution), Postman and Messenger (dead),	*24 0 0
Surrey: Dairywoman, - - -	20 0 0
Coal Porter, - - -	12 0 0

Analysis of the foregoing Table brings out the following points of interest:—

(1.) Absolutely the handsomest Pension hitherto granted in any British Asylum, so far as I am aware, is that of the Postman and Messenger in the Murray Royal Institution, Perth. His wage being £24, the value of his board, lodging, attendance, and washing, estimated at £40, and the total annual money value of his office thus being £64, he was continued for a time on *full pay* (=£64), and thereafter on diminished pay, including the maintenance of all his cherished privileges (=£54); for it was his own special desire, at whatever pecuniary sacrifice, to be permitted to spend the remainder of his days within the Institution, to whose service he had devoted 40 of the best years of his life. His case is specially described in the 36th Annual Report of the Institution (1863, page 23). Apparently one of the next best Pensions is that of a Matron at Earlswood, who, with an annual allowance of £45, has board and residence (which no doubt include attendance and washing) in the establishment: valuing which, at an additional £75, her Pension really represents £120 per annum. This is the only other instance in which continued residence in the Asylum building—with all its ad-

\* Subsequently reduced to £10: but with board, residence, and washing, in the Institution to time of death at the age of 81.

vantages to aged or infirm officers or servants—has been permitted. Absolutely, the highest *Money* Pension, however, is that awarded to the Medical Superintendent at Glasgow—£600 per annum: the North Riding of York following with one at £533 6s. 8d., and Edinburgh and the Three Counties with Pensions of £500 each.

(2) The *Lowest* Pensions, as a rule, are those of *Ireland*—some of which are very small, and apparently most inadequate: for instance, those bestowed on male or female Attendants at Maryborough, Cork, Sligo, and Omagh. There are exceptions, however: for instance, in the Pensions given at Cork to a Laundrymaid; at Ballinasloe, to a Non-medical Superintendent; at Richmond, to an Apothecary; at Clonmel, to a Junior Clerk; at Ballinasloe and Maryborough, to Matrons; at Limerick, to Housemaids. *England* takes an intermediate place between Scotland and Ireland as regards the amount of the Pensions awarded in individual cases. It is distinguished, however, by the liberality with which it has rewarded the services of certain classes of officers: for instance, the Stewards at Colney Hatch and Kent; the Clerks at Surrey and Hanwell; the Chaplains at Kent and Worcester; the Matrons at Colney Hatch, Surrey, Prestwich, Lancaster, and Derby; the Assistant Matron at Colney Hatch; the Under Gardener at Hanwell; certain Tradesmen at the same Asylum, as well as at Hants and Surrey; the Male Attendants at Essex and Hanwell, and the Female Attendants at Surrey and Stafford.

(3) There are singular *Variations* in the Amount of individual Pensions given in different Asylums to the same class of officers. Thus, the differences between the Minima and Maxima in the case of—

(a) Medical Superintendents									
are represented by	£150	0	0	and	£600	0	0		
(b) Non-Medical Superintendents, -	115	5	9	„	240	0	0		
(e) Visiting Physician	56	3	0	„	140	0	0		
(d) Apothecary, -	13	6	8	„	170	3	1		
(e) Chaplain, -	15	15	0	„	130	0	0		
(f) Clerk (chief) -	60	0	0	„	340	0	0		
(g) Steward, -	25	0	8	„	350	0	0		
(h) Matron (chief) -	25	0	0	„	200	0	0		
(i) „ (under) -	46	13	4	„	160	0	0		
(j) Gardener (chief)	15	3	9	„	45	0	0		
(k) „ (under)	16	0	0	„	52	0	0		
(l) Tradesmen, -	6	9	8	„	52	0	0		
(m) Gatekeeper, -	8	6	8	„	40	0	0		
(n) Cook, -	6	2	0	„	20	0	0		
(o) Laundrymaid -	5	0	0	„	25	0	0		
(p) Attendants (male)	6	9	10	„	45	0	0		
(q) „ (female)	4	9	6	„	40	0	0		

(4) These remarkable Variations are due to one or more of the following causes:—

- (a) The varying practice of even the same Asylum, and still more so of Asylums differing in Age, with changes in Public opinion or in Legislative enactments.
- (b) The varying Liberality or parsimony of the governing authorities of the Asylums of different countries, districts, or cities.
- (c) The nature and amount of the Funds from which Pensions are defrayable.
- (d) The different modes of calculating Superannuation-allowances. In the older or earlier cases the basis is the Salary or Wage only; in the later the *total money value of office*, which includes the money equivalent of allowances.

- (e) The length and quality of Service of the different Pensioners.
- (f) Their Age and condition of Health, mental or bodily, at the time of retiral.
- (g) Exceptional causes of Retiral, which may include, for instance, Injury from Patients or otherwise in the discharge of duty.
- (h) The very different social Status of officers bearing the same designation. Among Matrons, for example, some are, as I know, the well-educated, accomplished daughters of officers in the Army or Navy, or of Clergymen or Medical men, all of good social position; while others have "risen from the ranks" of ordinary attendants to the position of chief or supervisor of the female division of an Asylum—officers sometimes wanting that degree of education, perhaps, that will enable them decently to sign their own names. Matrons of the first order may have had a salary of £100 to £200, and deserve their Pensions of similar amount; while those of the latter class would be well paid at £30 or £40 a year, with equal Pensions.

(5) No distinction appears to be made—certainly none of an adequate character—as it unquestionably should be made—between officers who have, and have not, had *charge of Patients*. There is no appreciation of the difference between mere *Work*, and exhausting *Worry*; of the Nature of the Duties performed; of the different kinds and degrees of *Responsibility*. The highest Pensions should undoubtedly fall to the share of those who have had the highest kinds and the heaviest burdens of Responsibility; who have borne the brunt of the mental weariness and fret which the immediate charge of Insane

Patients tends, sooner or later in different temperaments, to beget. It is manifestly unfair and thoughtless to place on equal footing, either as to Salary or Pension,

- (a) **Medical Superintendents**, Matrons, and Attendants, whose cares and troubles are incessant, and of a peculiarly dangerous and irksome kind ; with
- (b) **Chaplains**, Clerks, Stewards, Gardeners, Tradesmen, Porters, Cooks, Laundresses, Domestic Servants, Carters, or Messengers, whose duties do not necessarily bring them in contact with Patients, or at least do not involve their immediate charge, and the consequent responsibility therefor.

And yet we find that, while a Medical Superintendent in one case received a Pension of only £150, a Steward in one case gets £350, a Clerk £340, and a mere Visiting Physician, £140 ; while Attendants of either sex are offered a bagatelle of only £4, £5, £6, £7, £8, £9, or £10, a Postman in one case had £64, a Carter gets £26, a Housemaid £16, a Laundrymaid £25, a Cook £20, a Hall Porter £25, a Gate Porter £40, a Brewer £52, an Under Gardener £52, and a Junior Clerk £63.

(6) There are certain other *Anomalies*—not easy of explanation—*e.g.*, that in some Asylums Subordinate officers enjoy higher Pensions than the Chiefs of departments in others. Thus, an Under Gardener at Hanwell gets £52, while the highest Superannuation-award to a Chief or Head Gardener, Farm Bailiff, or Land Steward is £45 ; the Under (Deputy or Assistant) Matron at Colney Hatch is fortunate in the possession of a Pension of £160, while the Chief Matrons, in all cases but one, have less than that amount—in the case of Nottingham, the minimum—less by £135. The Assistant Medical Officer

or Apothecary at Richmond has £170, and at Hanwell £125, while Kent gave to one of its former Physicians-in-chief the munificent sum of £150; an Under or Junior Clerk at Clonmel got £63, while a Chief Clerk at Northampton receives only £60.

(7.) There is considerable difference in the *Nomenclature* of the same officers in the different Asylums of the Three Kingdoms—corresponding sometimes, however, to local differences in the nature of their duties. Thus, in most of the District Asylums of Ireland, and in some of the county Asylums of England, Female attendants are described as *Nurses* or *Wardmaids*, while the Male attendants are sometimes spoken of as *Warders* or *Keepers*. *Gardeners* in some Asylums become Farm Bailiffs, Land Stewards, or Farm Managers in others. Clerks are sometimes Clerks to the Asylum, or to the Visitors or Committee, or to both: and their office is conjoined or not with that of Treasurer, Steward, or Storekeeper. House-maids include Hall-maids and Board-maids; and Cooks include Kitchen-maids.

(8.) In some of our *Colonies* the Pensions granted to Asylum officers are considerably *higher*—as are also the Salaries and total Emoluments during active service—than in this country. Thus, the Medical Superintendent of one large public Pauper Colonial Asylum has a Retiring allowance at the rate of three-fourths of his salary, or total value of office, after 15 years' service. His Salary is £900, and the value of his house-rent and other allowances £400, giving a total of £1300 per annum. Hence his Pension, after 15 years in a healthy Colony—healthier than Britain itself—is either £675 (three-fourths of Salary) or £975 (three-fourths of total money value of office): in either case handsome sums upon

which to come home and spend the remainder of his life comfortably. In this case, however, I have no official guarantee of the accuracy of the statements made or figures quoted: and in other cases of a similar kind, in which information has been conveyed to me by private channels, I have found the said information inaccurate in minor details, though never to any material extent. In this particular case another account specified £600 as the Pension after only 12 years' service—the salary being £800 for the first 2 years.



VI.—TABLE illustrative of the SALARIES  
OR WAGES during Active Service of  
the several classes of Officers and  
Servants in the different Public Asylums  
of the Three Kingdoms.

1. Medical Superintendents.

	Per Annum.
Essex, - - - - -	£1000 0 0
Northampton, - - - - -	900 0 0
Glasgow, - - - - -	
Bethlem, - - - - -	850 0 0
Wakefield, - - - - -	800 0 0
Edinburgh, - - - - -	
Lincoln (town), - - - - -	750 0 0
Sussex, - - - - -	
Prestwich, - - - - -	700 0 0
Hanwell, - - - - - 2 at	
North Riding, - - - - -	700 0 0
Colney Hatch, - - - - - 2 at	
Montrose, - - - - -	650 0 0
York Retreat, - - - - -	
Lincoln (county), - - - - -	650 0 0
Three Counties, - - - - -	
Worcester, - - - - -	600 0 0
Lancaster, - - - - -	
Wilts, - - - - -	600 0 0
Aberdeen, - - - - -	
Gloucester, - - - - -	500 0 0
Somerset, - - - - -	
Kent (new), - - - - -	500 0 0
Richmond, - - - - -	
Stafford (new), - - - - -	500 0 0
Barnwood House (Gloucester), - - - - -	

1. Medical Superintendents—(*continued*).

	Per Annum.		
Derby, - - - - }	£450	0	0
Limerick, - - - - }			
Oxford, - - - - }			
Stafford (old), - - - - }			
Warneford House - - - -	*420	0	0
Hanwell (retired) - - - -	†400	0	0
Bristol, - - - - }	350	0	0
Clonmel - - - - }			
Denbigh, - - - - }			
Melrose, - - - - }			
Kent (retired) - - - -	300	0	0

## 2. Non-Medical Superintendents.

Cornwall, - - - -	300	0	0
Ballinasloe, - - - -	260	0	0
Waterford, - - - -	200	0	0

## 3. Visiting or Consulting Physician or Surgeon.

Surrey, - - - -	210	0	0
Richmond, - - - - }	168	9	4
	2 at 150	0	0
Londonderry, - - - -	100	0	0
Glasgow, - - - -	50	8	0

## 4. Assistant Physician (including Apothecary).

Bethlem, - - - -	300	0	0
Worcester, - - - - }	200	0	0
Ticehurst (Private), - - - - }			
Dumfries	£100	0	0
Sussex House (Private), - - - - }			
Hanwell, - - - -	120	0	0
Surrey (Caterham) - - - -	120	0	0
Colney Hatch, - - - -	109	4	0
Wakefield, - - - -	-	-	-

\* Includes Matron's salary. † *Vide* Allowances (Tables VII and VIII).

4. Assistant Physician—(*continued*).

					Per Annum.		
Richmond,	-	-	-	{	£150	0	0
Glasgow, -	-	-	-		100	0	0
North Riding,	-	-	-	2 at	135	0	0
Wilts,	-	-	-	-	130	0	0
Perth (Royal),	{				£110	0	0
„ (District),					to	120	0
Denbigh,							
Bristol,							
Warwick,	{				100	0	0
Rainhill,							
Limerick,	-	-	-	{	50	0	0
Ballinasloe,	-	-	-				

## 5. Chaplain.

Hanwell, -	-	-	-	-	400	0	0
Colney Hatch, -	-	-	-	-	280	0	0
Kent, -	-	-	-	{	200	0	0
Worcester, -	-	-	-				
North Riding, -	-	-	-	{	150	0	0
Richmond, -	-	-	-		100	0	0
				{	15	0	0
Wilts, -	-	-	-		120	0	0
Glasgow, -	-	-	-	-	90	0	0
Notts, -	-	-	-	-	70	0	0
Omagh, -	-	-	-	-	45	0	0

## 6. Clerk or Secretary.

Glasgow (Secretary and Treasurer),	{	400	0	0
Surrey, -				
Colney Hatch (Clerk of Asylum),		300	0	0
„ (Clerk to Committee of Visitors),	{	210	0	0
Hanwell (Clerk of Asylum), -		300	0	0
„ (Clerk to Committee of Visitors), -	{	200	0	0
York (Bootham), -				

6. Clerk (or Secretary)—(*continued*).

	Per Annum.		
Warwick, - - - - -	£210	0	0
Gloucester, - - - - -	}	180	0 0
Wilts, - - - - -			
Northampton, - - - - -			
	120	0	0

## 7. Steward (or Storekeeper).

Colney Hatch, - - - - -	500	0	0
Hanwell, - - - - -	450	0	0
Kent, - - - - -	300	0	0
Richmond, - - - - -	230	0	0
North Riding, - - - - -	225	0	0
Glasgow (Steward), - - - - -	135	0	0
Londonderry, - - - - -	130	0	0
Suffolk, - - - - -	60	0	0
Cork, - - - - -	40	0	0
Wilts, - - - - -	35	0	0
Glasgow (Storekeepers), - - - - -	{	30	0 0
	26	0	0

## 8. Under (or Junior) Clerks.

Hanwell, - - - - -	£85	0	0	to	125	0	0
Glasgow, - - - - -	-	-	-		100	0	0
Londonderry, - - - - -	-	-	-		90	0	0
Clonmel, - - - - -	-	-	-		84	0	0
Richmond, - - - - -	-	-	-	- 2 at	45	0	0

## 9. Matron.

Hanwell, - - - - -	420	0	0
Colney Hatch, - - - - -	300	0	0
Derby, - - - - -	150	0	0
Surrey, - - - - -	120	0	0
Richmond, - - - - -	115	0	0
Prestwich, - - - - -	}	100	0 0
Essex, - - - - -			
Three Counties, - - - - -			
Lancaster, - - - - -			
Stafford, - - - - -			

## 9. Matron—(continued).

					Per Annum.		
Glasgow, -	-	-	-	}	£100	0	0
Earlswood, -	-	-	-		90	0	0
Maryborough, -	-	-	-	-	90	0	0
Wilts, -	-	-	-	-	85	0	0
Armagh, -	-	-	-	}	80	0	0
Perth (Royal), -	-	-	-		75	0	0
Ballinasloe, -	-	-	-	}	70	0	0
Londonderry, -	-	-	-		60	0	0
Shropshire, -	-	-	-	}	60	0	0
Bristol, -	-	-	-		55	0	0
Gloucester, -	-	-	-	}	55	0	0
Nottingham (town), -	-	-	-		52	10	0
Edinburgh (retired), -	-	-	-	-	50	0	0
Kent, -	-	-	-	-	50	0	0

## 10. Assistant (Deputy or Under) Matron.

Hanwell, -	-	£50	0	0	to	70	0	0
Surrey, -	-	-	-	-	-	60	0	0
Colney Hatch, -	-	-	-	-	2 at	55	0	0
Richmond, -	-	-	-	}	-	33	8	0
					-	28	0	0

## 11. Housekeepers.

Stafford, -	-	-	-	-	-	88	0	0
North Riding, -	-	-	-	-	-	70	0	0
Hanwell, -	-	-	-	-	-	65	0	0
Wilts, -	-	-	-	-	-	40	0	0
Lincoln, -	-	-	-	-	-	35	0	0

## 12. Gardeners (Farm Bailiffs or Land Stewards).

Glasgow (Gardener and Farm-overseer),	100	0	0	
Perth (Royal), -	-	-	-	*80 0 0
Wilts, -	-	-	51 16 0	to 67 12 0
Surrey, -	-	-	-	{ 67 12 0
				65 0 0

\* Includes Wage of Gatekeeper.

12. Gardeners—(*continued*).

						Per Annum.		
Edinburgh,	-	-	-	-	-	£52	0	0
Richmond,	-	-	-	-	-	50	0	0
Warwick,	}	-	-	-	-	46	16	0
Denbigh,		-	-	-	-	45	0	0
Abergavenny,	-	-	-	-	-	40	0	0
North Riding,	-	£39	0	0	to	23	2	0
Londonderry,	-	-	15	15	0 to	14	12	0
Carlow,	-	-	-	-	-			

## 13. Under Gardeners (and Farm Labourers).

Colney Hatch (Cowman),	-	-	-	-	-	65	0	0
Wilts,	-	-	36	8	0 to	62	8	0
North Riding,	-	-	36	8	0 to	52	0	0
Perth (Royal)	-	-	-	-	-	47	10	0
Surrey,	-	-	-	-	{	46	16	0
Glasgow,	-	-	18	0		41	12	0
	-	-	-	-	0 to	36	0	0

## 14. Tradesmen (or Mechanics).

Hanwell: Engineer,	-	-	-	-	-	400	0	0
Colney Hatch: Engineer,	-	-	-	-	-	225	0	0
Surrey: Bricklayer,	-	-	-	-	-	90	0	0
Wilts: Engineer,	-	-	-	-	-	90	0	0
„ Carpenter,	-	-	-	-	-	65	0	0
„ Mason,	-	-	-	-	-	59	16	0
„ Blacksmith and Stoker,	-	-	-	-	-	54	12	0
„ Tailor,	-	-	31	4	0 to	52	0	0
„ Stoker,	-	-	-	-	-	49	8	0
„ Shoemaker,	-	-	-	-	-	41	12	0
North Riding: Engineer,	-	-	-	-	-	85	16	0
„ Plumber,	-	-	-	-	-	72	16	0
„ Bricklayers,	£67	12	to	-	-	72	16	0
„ Carpenters,	52	8	to	-	-	67	12	0
„ Painter,	-	-	-	-	-	67	12	0
„ Whitewasher,	-	-	-	-	-	52	0	0
„ Shoemaker,	-	-	-	-	-	42	0	0
„ Basket-maker,	-	-	-	-	-	39	0	0

14. Tradesmen—(*continued*).

			Per Annum.		
North Riding: Baker, -	-	-	£35	0	0
„ Butcher, -	-	-	32	0	0
„ Blacksmith, }	-	-	30	0	0
„ Tailor, }	-	-	85	16	0
Glasgow: Bakers, -	-	-	28	0	0
„ Engine Keeper, -	-	-	52	0	0
„ Stoker, -	-	-	50	0	0
„ Shoemaker, -	-	-	36	0	0
„ Tailor, -	-	-	30	0	0
Broadmoor: Master Shoemaker, -	-	-	75	13	9
Perth (Royal): Engineer, -	-	-	65	0	0
Hants: Carpenter, -	-	-	62	8	0
„ Smith, -	-	-	52	0	0
Rosewell (Edinburgh): Tailor, -	-	-	42	0	0
Gloucester: Tailor, }	-	-	41	12	0
Notts: Joiner, }	-	-			
Richmond: Tailor, -	-	-	32	0	0
„ Shoemaker -	-	-	41	0	0
„ Plumber, -	-	-			
„ Engineman, -	-	-			
„ Carpenter, -	-	-	40	0	0
Morpeth: Plumber, -	-	-			
„ Joiner, -	-	-			
Durham: Baker, -	-	-	30	0	0
Somerset: Baker, -	-	-	27	10	0
Cornwall: Baker, -	-	-	24	0	0
Clonmel: Tailor, -	-	-	19	10	0
Londonderry: Weaver, -	-	-	16	0	0
Waterford: Shoemaker, -	-	-			

## 15. Gatekeepers.

Wilts (and Bailiff), -	-	-	62	8	0
Glasgow, -	-	-	57	4	0
Broadmoor, -	-	-	41	13	4
Edinburgh (dead) -	-	-	35	0	0
Londonderry (female), -	-	-	19	10	0

15. Gate-keepers—(*continued*).

					Per Annum.			
Richmond,	-	£18	0	0	to	£21	0	0
Clonmel,	-	-	-	-		12	0	0
Maryborough,	-	-	-	-		10	0	0

## 16. Hall Porters.

Cornwall,	-	-	-	-	-	32	10	0	
Devon,	-	-	-	-	-	25	0	0	
Richmond,	-	-	18	0	0	to	21	0	0
Wilts,	-	-	-	-	-	20	0	0	
Londonderry,	-	-	-	-	-	19	10	0	

## 17. Cooks.

Broadmoor (Male),	-	-	-				55	0	0
Stafford (Female),	-	-	-				26	0	0
Perth (Royal)	-	-	15	0	0	to	25	0	0
Surrey (Female),	-	-	-	-			25	0	0
Sussex,	-	-	-	20	0	0	to	25	0
Richmond,	-	-	-	14	0	0	to	25	0
North Riding,	}	-	-	-			20	0	0
Wilts,		-	-	-					
Glasgow,	-	-	-	-	{		20	0	0
							18	0	0
Londonderry,	-	-	-	-			12	0	0
Maryborough (Female),	-	-	-	-			8	8	0

## 18. Laundresses.

Perth (Royal),	-	-	15	0	0	to	25	0	0
Lancaster,	-	-	-				25	0	0
Glasgow,	-	-	15	0	0	to	24	0	0
Richmond,	-	-	12	0	0	to	23	0	0
Derby,	-	-	-				23	0	0
North Riding,	-	-	14	0	0	to	20	0	0
Wilts,	-	-	12	0	0	to	20	0	0
Cork,	-	-	-				20	0	0
Cornwall (2d Laundress)			-				13	0	0
Londonderry,	-	-	9	0	0	to	12	0	0
Kilkenny,	-	-	-				9	0	0
Waterford,	-	-	-				8	8	0

## 19. Housemaids.

										Per Annum.
Perth, Royal	}	£15 0 0			to	£25 0 0				
(Kitchen-maid),										
Glasgow, -	-	-	16	10	0	to	24	0	0	
Richmond: Store-maid,	-	-					16	0	0	
„ Refectory-maid,	-	£11			to	13	0	0		
„ Kitchen-maid,	-	}					12	0	0	
„ Hall-maid,	-									
North Riding, -	-	10	0	0	to	12	10	0		
Wilts, -	-	-	-	-	2 at	10	0	0		
Londonderry (Office-maid),	-	-					9	0	0	
Limerick (Boards-maid),	-	-					7	7	0	
„ (Hall-maid),	-	-					6	6	0	

## 20. Male Attendants.

Glasgow, -	-	-	28	0	0	to	67	12	0	
							67	12	0	
							62	8	0	
							52	0	0	
							44	0	0	
							35	0	0	
North Riding, -							25	0	0	
							20	0	0	
Broadmoor (Chief),	-	-					64	0	0	
„ (Assistant-chief)	-	-					40	0	0	
„ (Ordinary,							46	0	0	
							45	10	0	
							39	0	0	
							37	13	4	
„ (Assistant),	-	-	-	-	2 at	35	0	0		
Belfast, -	-	-	-	-	-		62	0	0	
Rainhill (Chief),	-	-	-	-	-		60	0	0	
Surrey, -	-	-	-	-	-		56	0	0	
Abergavenny, -	-	31	0	0	to	50	0	0		
Perth (Royal) -	-	25	0	0	to	50	0	0		
Wilts, -	-	20	0	0	to	40	0	0		
Hants, }	-	-	-	-		40	0	0		
York (Bootham) }	-	-	-	-						

## 20. Male Attendants—(continued).

Male Attendants—( continued ).						Per Annum.			
Lancaster, -	-	-	-	-	-	£37	0	0	
Essex, -	-	-	£32	0	0	to	37	0	0
Suffolk, -	-	-	28	0	0	to	35	0	0
Richmond, -	-	-	18	0	0	to	35	0	0
Derby, -	}	-	-	-	-		35	0	0
Notts, -		-	-	-	-				
Shropshire, -		-	-	-	-				
Cornwall, -	-	-	27	10	0	to	32	10	0
Gloucester, -	-	-	-	-	-		32	0	0
Wonford House, -	-	-	-	-	-		31	10	0
Devon, -	-	-	-	-	-		30	0	0
Bristol, -	-	-	-	-	-		28	0	0
Cork, -	-	-	-	-	-		25	0	0
Clonmel, -	-	-	18	0	0	to	21	0	0
Dundrum, -	-	-	-	-	-		21	0	0
Londonderry, -	-	-	15	0	0	to	19	10	0
Limerick, -	-	-	12	0	0	to	16	16	0
Omagh, -	-	-	-	-	-		16	0	0
Maryborough, -	-	-	14	1	0	to	15	8	0
Waterford, -	-	-	-	-	-		15	0	0
Ballinasloe, -	-	-	-	-	-		14	0	0
Carlow, -	-	-	-	-	-		12	12	0

## 21. Female Attendants.

Colney Hatch (Head),	30	0	0	to	40	0	0	
Edinburgh, -	21	0	0	}	to	30	0	0
Northampton, -	14	0	0					
Wilts, -	9	0	0					
Broadmoor, -	-	-	-	}		30	0	0
Kent (Maidstone), Head,	-	-	-					
Glasgow, -	14	0	0	to	26	0	0	
Sussex (2d Night Nurse),	20	0	0	to	25	0	0	
„ (2d Ordinary At-								
tendant), -	18	0	0	to	20	0	0	
Perth (Royal), -	15	0	0	to	25	0	0	
Surrey, -	-	-	-		24	0	0	
Derby, -	20	0	0	to	23	0	0	

21. Female Attendants—(*continued*).

						Per Annum.			
North Riding	-	£14	0	0	to	£22	0	0	
Stafford,	-	-	-	-		22	0	0	
Gloucester,	-	-	10	0	0	to	21	0	0
Prestwich,	-	-	-	-		18	10	0	
Warwick,	-	-	-	-		17	0	0	
Cornwall,	-	-	-	-		16	0	0	
Richmond,	-	-	11	0	0	to	16	0	0
Clonmel,	-	-	12	0	0	to	15	0	0
Dundrum,	-	-	-	-		15	0	0	
Cork,	-	-	13	12	0	to	14	0	0
Belfast,	-	-	12	0	0	to	13	10	0
Armagh,	-	-	7	0	0	to	13	0	0
Londonderry,	-	-	9	0	0	to	12	0	0
Bristol,	}	-	-	-		12	0	0	
Omagh,		-	-	-		12	0	0	
Ballinasloe,	-	-	8	0	0	to	11	15	0
Sligo,	-	-	-	-		10	0	0	
Limerick,	-	-	6	6	0	to	8	8	0
Carlow,	}	-	-	-		8	8	0	
Maryborough,		-	-	-		8	8	0	
Waterford,		-	-	-					

## 22. Other Officers or Servants.

Glasgow :	Coachman,	-	-	-	57	4	0	
„	Coal Porter,	-	-	-	36	0	0	
„	Groom,	-	-	-	20	16	0	
Richmond :	Schoolmaster,	-	-	-	50	0	0	
„	Assistants,	30	0	0	to	45	0	0
„	Schoolmistress,	-	-	-	42	10	0	
„	Assistants,	20	0	0	to	30	10	0
„	Bandmaster,	-	-	-	26	0	0	
„	Refectory man,	-	-	-	20	0	0	
„	Messenger,	-	-	-	18	0	0	
Surrey :	Coal Porter,	-	-	-	46	16	0	
„	Dairywoman,	-	-	-	36	8	0	
North Riding :	Groom,	-	-	-	30	0	0	
Perth (Royal) :	Postman (present)	-	-	-	30	0	0	
	„ (dead)	-	-	-	24	0	0	
Wilts :	Messenger,	-	-	-	26	0	0	

(1) This Table must be regarded in connexion with the Tables which illustrate

- (a) The Nature and Amount of Official *Allowances* ;
- (b) The Money value of these Allowances ; and
- (c) The *Total Money Value of Office*.

The mere Salary or Wage does not represent the real *value of office* held ; nor is it the proper basis for the calculation of Superannuation allowance. The difference between mere official salary and the total money value of office held is most obvious in the case of many *Medical Superintendents*, the money equivalent of whose Private practice, or of whose allowances, sometimes even exceeds the official salary.

(2) The Table brings out certain extraordinary *contrasts* between the Salary and Wage-rates of the same class of officers or servants in different Asylums. This contrast is perhaps greatest in the case of Attendants and Servants, who, in Ireland, are obtainable apparently at one-half or even one-third of the wages required for obtaining suitable officers of this class in the Asylums of the sister countries. While, for instance, I experience the greatest difficulty in securing and retaining a proper staff of Attendants, even at our highest Wage-rates—£40 for Males, and £25 for Females—the Irish Asylums appear to obtain corresponding classes of officers at £6, £6 6s., £7, £7 7s., £8, £8 8s., and other sums under £10. For these low wages they obtain even Cooks, Laundresses, Housemaids, and Gatekeepers—a circumstance that bears a necessary relation to the lowness of the Pensions granted in Irish Asylums.

(3) As regards other classes of Salaries and Wages, the remarkable Contrasts are probably determined much

more by the varying liberality of Directors than by the size of the Asylum, its being for Private or Pauper Patients, or the Number of its Inmates; or by the length of Service of the officer, or the nature of his Merits.

(4) During the last twenty years there has been a steady *Increase* in the Rates of Pay of all classes of Asylum-officers. In some cases the Salaries or Wages have been more than doubled. Thus, in the case of one Medical Superintendent, whose Salary was once £350, it rose in course of years to £800—his allowances being the same in nature, though not in amount, for his private practice must have correspondingly increased in value. In another case, what was £200 to begin with rose to £550—though in the first case Board was included, and in the latter excluded. In a third case—in Ireland—what was £260 in 1852 is now £600. In two or three instances, additions of as much as £200 a year at a time have been made to the Income of Asylum-Physicians; while in many cases increase has occurred to the extent of £100 a year. And it is noteworthy in many of these cases, in contrast with certain other cases in which Asylum Officers have had to undergo the humiliating process of *Begging* for every farthing added to their emolument in the course of long and faithful service, that the handsome additions referred to were *unsolicited*, being the result of a belief on the part of Directorates that increased emolument was but a fair reward for increased duty or increased length of service—a reward, moreover, for which a deserving officer *should never require to ask*. If he do so require, there is, presumably, culpable neglect, illiberality, or parsimony, on the part of his Superiors—Asylum-Directorates. As regards Attendants and servants, while twenty years ago I had no difficulty in procuring

Males at £24, and Females at £8 to £10 per annum, now it is daily becoming more and more difficult to obtain the former at £30 to £40, and the latter at £15 to £20 a year.

(5) This steady *Increase of Pay* during the last twenty years must be borne in mind in reference to the amount of Pensions specified in Table V. The amount of the Pension is to be compared, not with *present* rates of Salary or Wages in a given asylum, but with the Salaries or Wages of the Pensioners *at the time of their retirement from office*. Thus, in the Richmond Asylum, what is now a salary of £600 (Medical Superintendent) was in 1852 only £260; £100 (Chaplain) was in the same year only £50; £150 (Chaplain) was in 1869 £100; £230 (Secretary and Storekeeper) was in 1845 £20; £45 (his office and store assistants) was in 1859 £12; £115 (Matron) was in 1857 £80; £33 8s. (Deputy Matron) was in 1845 £12; £50 (Schoolmaster) was in 1861 £36; £45 (his assistant) was in 1862 £30; £42 10s. (Schoolmistress) was in 1855 £30; £30 10s. (her assistant) was in 1862 £10; and £28 (female assistant Storekeeper) was in 1855 only £6. So that in a single Asylum, in the course of twenty years, the Salary or Wage of the same officer has become, in some instances, more than four times what it was originally.

(6) It is instructive to adopt some *standard* by which the liberality or illiberality of Asylum Directors, the rate of emolument of Asylum officers, may be judged of in comparison with the emoluments obtainable by the same classes of persons, trained or un-trained, in other departments of the Public service. As regards the most expensive officers of Asylums, the *Physician-Superintendents*, their emoluments may be fitly and fairly compared with those

of a Physician in moderate, general, or special practice in a large city, or in good practice in a provincial town—viz., £2000 a year. I know that this Income is attainable, and is attained, by general practitioners of no signal ability—men, however, whose whole energies are given to the conversion of their professional skill into hard cash. It is a less sum than is made annually by some of my own contemporaries: for instance, in the Indian Army, or holding lucrative scientific appointments at home. It is greatly less than has been made by a few of those college men of my day, who have gone abroad, and who have within short periods realised a Fortune: for instance, in China, India or Australia. It is a sum that represents, I have reason to believe, the income arising from the share of profits to each member of the co-partnery of certain Private Asylums; while it falls short of the emoluments of the proprietors of various other Private Retreats for the Insane of the Upper classes. It is a sum that, I believe, I could myself have commanded in one of several professional positions that I have had opportunity of occupying during the last twenty years, had I made money my main object in life. But I never have regarded money as the *summum bonum* of existence—as that for which every other privilege of life should be sacrificed: always assuming, however, that the first aim and duty of a man must be to secure for himself and those dependent upon him a comfortable and honourable existence. It need only be added that £2000 a year is far below the Income of many Physicians in good metropolitan practice; as it is also below that of men destitute of University culture, or of any special culture or refinement, in all the ordinary departments of civil and mercantile life.

VII.—TABLE illustrative of the Nature,  
and Number or Variety, of the Official  
ALLOWANCES of different classes of  
Officers and Servants.

1. Medical Superintendents.

*Edinburgh* (dead)—Furnished House; Garden; Vegetables; Consultation Practice; Class and other Fees.

*Glasgow* (retired)—House, partially furnished; Gas, Coals, Vegetables, &c.; Consultation Practice; Use of Carriage and Horses.

*Hanwell* (retired)—Board; Washing; Furnished House, free of Taxes; Gas; Coals.

*Oxford* (retired)—“All found,” including Board; Apartments; Coals; Gas; Washing; Vegetables; Servants; Stabling.

*York (North Riding)* (retired)—Partially furnished House; Coals; Gas; Vegetables; Washing, &c.

*Bristol* (retired)—House; Furniture; Vegetables; Coals; Gas; Washing; Attendance.

*Somerset* (retired)—Furnished Apartments; Coals; Gas; Vegetables; and Washing for self and family.

*Three-Counties* (retired)—House; Furniture; Garden; Coals; Gas; Washing; Carriage and Horses.

*Warneford House* (dead)—Furnished House; Board; Servants; Carriage.

*Kent* (retired)—House; Coals; Gas; Vegetables; Washing, &c.

*York Retreat* (retired)—House; Coals; Gas; Board; Garden; Use of Carriage and Horses; 4 quarts milk daily.

*Dumfries*—Separate House within the Asylum grounds;  
Use of Carriage and Horses; Boarders; Consultation Practice.

*Montrose*—Separate House outside the Asylum grounds;  
Use of Carriage and Horses; Consultation Practice.

*Limerick*—Apartments; Fuel; Gas; Washing; Vegetables; Bread and Milk.

*Essex*—Apartments; Coals; Gas; Vegetables; Washing.

*Northampton*—Unfurnished House; Coals; Gas; Vegetables.

*Londonderry*—Unfurnished House in town adjoining;  
Fixtures; Fuel; Light; Washing; Vegetables; Bread and Milk.

*Stafford* (new and old)—Board.

*Yorkshire (West Riding)*—Board for self and family; Servants.

*Gloucester* (Barnwood House)—Board.

*Wilts*—Furnished House; Gas; Garden; Washing.

## 2. Medical Assistant

Usually has Board, Lodging, Washing, and Attendance in the Asylum.

## 3. Chaplain

Is usually non-resident, and has no Allowances; but at Worcester the retired Chaplain had "Provisions at Contract Price."

## 4. Clerk (or Secretary)

Is frequently non-resident, and has no Allowances; but he had at

*Warwick* (retired)—Small Furnished House; Lighting; Firing; Washing; and Vegetables for self and family.

*York* (Retreat) (retired)—Board in the Asylum.

*York* (Bootham) (retired)—Formerly a House within Asylum grounds; now an Allowance for House-rent.

## 5. Steward (or Storekeeper)

Is usually resident, though there are exceptions.

*Kent* (retired)—House; Coals; Gas; Garden-produce.

*Suffolk* (retired)—Board and Lodging, &c.

*Glasgow*—Neither Boarded nor Lodged.

*Londonderry*—Room; Rations; and Uniform.

*York* (North Riding)—Partial Board, and Washing.

## 6. Matron

Almost always has Board, Lodging, Washing, and Attendance in the Asylum, though in exceptional cases she has a separate House.

*Essex* (retired)—Furnished House; Attendance; and all found.

*Prestwich* (retired)—Apartments and Board, including Coals, Gas, Washing, and Attendance.

*Lancaster* (retired)—Furnished Apartments; Board; Washing; and Attendance.

*Londonderry*—Partly furnished Rooms; Fuel; Light; Vegetables; Washing; and Servant.

## 7. Gardener (or Farm Bailiff).

*Edinburgh* (retired)—Board and Washing.

*Perth* (Royal)—Separate House—the Gate Lodge—within the Asylum grounds; Coals; Gas; Vegetables.

*Abergavenny* (retired)—House; Garden; Coals; Wood; and a Uniform annually.

*Denbigh* (retired)—No Allowances.

*Warwick* (retired)—Unfurnished Cottage. One with Coals, Candles, and Vegetables; another with no Allowances.

*Surrey* (Under Gardener)—Cottage.

*York* (North Riding)—Unfurnished Cottage; Board; and Coals.

## 8. Tradesmen

Are sometimes non-resident, having no Allowances; or they are non-resident with partial Allowances; or they are resident with similar Allowances to Attendants.

*Hants*—Smith and Carpenter—Lunch Beer.

*Somerset*—Baker—Board, Lodging, Washing, and Uniform.

*Cornwall*—Baker—Board, &c.

*Glasgow*—One Baker neither Boarded nor Lodged.

*York* (North Riding)—Engineer and Carpenter—Unfurnished Cottage each, and farm produce.

Whitewasher—Dinner.

Basket Maker—Unfurnished Cottage; Board; and Coals.

*Wilts*—Engineer—Unfurnished House; Gas; Coals; and Garden.

Tailor—Board.

Shoemaker—Dinner.

*Durham*—Baker—Board; Lodging; and Washing.

## 9. Attendants (Male and Female)

Usually reside in the Asylum, and have Board and Washing; and sometimes, in addition (commonly in England), Uniform. There are exceptions, however: for instance, at Gartnavel, where the Night Male Attendants are neither Boarded nor Lodged.

(1) The foregoing details are obviously not exhaustive, in so far as certain Returns omit all reference to important sources of *additional Income*; while others, in the "*etcetera*" with which they conclude their list of Allowances, leave much to be inferred. Thus, in the case of Medical Superintendents, no notice is taken in some cases of—(a) *Private Practice*, which I have nevertheless known to yield as much as £900 a-year: (b) *Private Boarders*, two or three of whom at £200 a-year each, or a single one at £1000, provide in themselves a comfortable Income: (c) Other official appointments, such as University Examinerships, worth perhaps £50 per annum: (d) Militia Surgeonships: (e) the Fees of clinical or other *classes* in University towns: (f) official *Fees* for certificates of Insanity, which in one case at least amount or amounted to £100 a-year: (g) with other classes of Fees, such as those for curatory or other legal purposes. "*Etcetera*," in the case of the lower grades of officers or servants, may refer simply to Uniform, or may include Washing, Lodging, and Attendance.

(2) The Nature and Amount of the Allowances is obviously, in many cases, of even more importance than the mere Salary or Wage, and this equally to the family man, and the bachelor or maid. To the first it not only involves a saving of several hundreds a-year to have *Board*, Furnished Rooms, Servants, and Washing provided for his whole family and their visitors—with the single exception sometimes of plate and wine; but it saves also a world of trouble in marketing and arranging the daily table *menu*. By the provision of Board, Lodging, and Washing, all unmarried officers are enabled to save the whole of their Salaries or Wages for their own private or personal expenses.

VIII.—TABLE illustrative of the Estimated annual VALUE of the ALLOWANCES of different classes of Officers and Servants.

1. Medical Superintendents.

					Per Annum.		
Edinburgh (dead),	-	-	{		£300	0	0
York (West Riding),	-	-					
Derby (retired),	-	-	-		*300	0	0
Hanwell (retired),	-	-	-		†300	0	0
Gloucester,	-	-	-		250	0	0
York Retreat (retired),	-	-	{		200	0	0
Glasgow (retired),	-	-					
Belfast,	-	-	-		190	0	0
Londonderry,	-	-	-		160	0	0
Denbigh,	-	-	-		155	0	0
Waterford,	{						
Omagh,							
Letterkenny,		-	-	-	150	0	0
Downpatrick,		-	-	-			
Enniscorthy,							
Ballinasloe,	-	-	-		145	0	0
Limerick,	-	-	-	{	143	17	4
					130	0	0
Ennis,	-	-	-	-	130	0	0
Killarney,	-	-	-	-	120	13	0
Monaghan,	-	-	-	-	120	0	0
Kilkenny,	-	-	-	-	114	12	3
Armagh,	-	-	-	-	107	8	10
Omagh,	-	-	-	-	107	6	11
Clonmel,	-	-	-	{	105	12	9
					100	0	0

\* Including Matron.

† Board and Washing being put at £200; Furnished House, free of taxes, with Gas and Coals, at £100.

1. Medical Superintendents—(*continued*).

					Per Annum.			
Carlow,	-	-	-	-	£104	0	0	
Richmond,	-	-	-	-	100	14	5	
Bristol,	}	-	-	-	100	0	0	
Sligo,		-	-	-				

## 2. Non-Medical Superintendents.

Ballinasloe,	-	-	-	-	120	0	0	
Waterford,	-	-	-	-	114	8	6	

## 3. Medical Assistants.

Perth (Royal),	-	-	-	-	100	0	0	
Richmond,	-	-	-	-	{	85	12	6
Wilts,	-	-	-	-		84	15	5
	-	-	-	-		80	0	0

## 4. Clerks (or Secretaries).

Surrey,	-	-	-	-	110	0	0	
Richmond,	-	-	-	-	{	87	6	5
	-	-	-	-		60	6	5
Cork,	}	-	-	-		50	0	0
York (Retreat),		-	-	-				
„ (Bootham),	-	-	-	-		35	0	0

## 5. Stewards.

Cork (Storekeeper),	-	-	-	-	{	80	0	0
„ (House Steward),	-	-	-	-		67	3	0
	-	-	-	-		60	0	0
Richmond,	-	-	-	-	{	60	6	5
	-	-	-	-		57	17	11
Suffolk,	-	-	-	-		30	0	0
Londonderry,	-	-	-	-		21	2	10

## 6. Matrons.

					Per Annum.		
Richmond,	-	-	-	-	{ £114	19	5
	-	-	-	-	{ 91	5	5
	-	-	-	-	{ 71	2	5
Clonmel,	-	-	-	-	{ 105	12	9
	-	-	-	-	{ 105	12	0
Limerick,	-	-	-	-	103	0	0
Surrey (Chief)	-	-	-	-	102	0	0
„ (Sub),	-	-	-	-	70	0	0
Belfast,	{	-	-	-	100	0	0
Gloucester,		-	-	-			
Perth (Royal),		-	-	-			
Omagh,	-	-	-	-	93	14	10
Londonderry,	-	-	-	-	80	0	0
Earlswood,	-	-	-	-	75	0	0
Ballinasloe,	-	-	-	-	70	0	0
Bristol,	-	-	-	-	65	0	0
Essex,	{	-	-	-	60	0	0
Wilts,		-	-	-			
Maryborough,	-	-	-	-	43	12	0
Shropshire,	-	-	-	-	*40	0	0

## 7. Housekeeper.

Lincoln,	-	-	-	-	52	0	0
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## 8. Gardeners (or Farm Bailiffs).

Cork,	-	-	-	-	60	0	0
Richmond,	-	-	-	-	37	19	1
Carlow,	-	-	-	-	21	17	0
Londonderry,	-	-	-	-	4 at 21	2	10
Perth (Royal),	-	-	-	-			
Abergavenny,	{	-	-	-	15	0	0
Surrey,		-	-	-			

\* "In lieu of Rations."

9. Tradesmen.

				Per Annum.
Richmond:	Tailor,	}	-	£43 19 2
"	Shoemaker,		-	
"	Plumber,	}	-	37 19 2
"	Engineman,		-	
"	Carpenter,	}	-	26 0 0
Notts:	Joiner,		-	21 2 10
Londonderry:	Weaver,	-	-	20 0 0
Clonmel:	Tailor,	-	-	18 18 5
Waterford:	Shoemaker,	-	-	

10. Gatekeepers.

Broadmoor,	-	-	-	-	41	3	6
Richmond,	-	-	-	-	{ 2 at	43	19 2
						33	5 5
Londonderry (Female),	-	-	-	-		30	0 0
Clonmel,	-	-	-	-		18	18 0
Maryborough,	-	-	-	-		10	0 0
Edinburgh (dead)	-	-	-	-		7	0 0

11. Hall Porters.

Richmond,	-	-	-	-	2 at	43	19 2
Londonderry,	-	-	-	-		21	2 10
Devon,	-	-	-	-		18	0 0

12. Cooks.

Richmond,	-	-	-	-	{ 4 at	40	2 6
						36	14 6
Broadmoor (Male),	-	-	-	-		38	4 2
Perth (Royal),	-	-	-	-		30	0 0
Surrey (Female),	-	-	-	-		20	0 0
Londonderry,	-	-	-	-		19	11 11
Maryborough (Female)	-	-	-	-		16	0 0

## 13. Laundresses.

					Per Annum.		
Richmond,	-	-	-	-	{	£40	2 6
Cork (Chief),	-	-	-	-		36	14 6
Perth (Royal),	-	-	-	-		38	18 8
Derby (Chief),	-	-	-	-		30	0 0
						26	0 0
Londonderry,	-	-	-	-	{	19	11 11
Waterford,	-	-	-	-		2 at 18	14 7
Kilkenny,	-	-	-	-		17	8 5
Cornwall (2d),	-	-	-	-		16	0 0
						14	0 0

## 14. Housemaids.

Richmond,	-	-	-	-	{	2 at 40	2 6
						28	0 0
Perth (Royal),	-	-	-	-		30	0 0
Limerick,	-	-	-	-		23	10 0
Londonderry,	-	-	-	-		18	14 7

## 15. Male Attendants.

Surrey,	-	-	-	-	-	2 at	80	0 0
Abergavenny (Chief),	-	-	-	-	-		46	0 0
„ (Ordinary),	-	-	-	-	-		29	0 0
Bristol,	-	-	-	-	-	2 at	45	0 0
						{	1 at 45	9 0
Richmond,	-	-	-	-	-	{	5 at 43	19 2
						{	1 at 38	0 9
Perth (Royal),	-	-	-	-	-		40	0 0
Dundrum,	-	-	-	-	-		39	0 0
Broadmoor (Head),	-	-	-	-	-		38	16 8
„ (Assistant Head),	-	-	-	-	-		38	4 2
„ (Ordinary),	-	-	-	-	-	3 at	38	4 2
„ „	-	-	-	-	-	1 at	35	10 8
„ (Assistant Ordinary),	-	-	-	-	-	2 at	38	4 2
						{	38	6 8
Cork,	-	-	-	-	-	{	23	10 0

## 15. Male Attendants—(continued).

Male Attendants—(continued).						Per Annum.
Lancaster,	-	-	-	-		£37 0 0
Limerick,	-	-	-	-		31 10 0
Suffolk (Chief)						
„ (Ordinary),						
Wonford House,						30 0 0
Clonmel,	-	-	-	-	{	30 0 0
						6 13 3
Notts,	-	-	-	-		28 0 0
Belfast,	-	-	-	-		27 9 0
Derby,	-	-	-	-		26 0 0
Essex (including Head Attendant)					3 at	22 0 0
Londonderry,	-	-	-	-	6 at	21 2 10
Carlow,	-	-	-	-		20 17 1
Maryborough,	-	-	-	-	{	20 0 0
						18 13 0
Waterford,	-	-	-	-		18 18 5
Cornwall,	-	-	-	-	2 at	18 0 0
Omagh,	-	-	-	-		17 10 9
Ballinasloe,	-	-	-	-		16 0 0

### 16. Female Attendants.

Bristol,	-	-	-	-	-		45	0	0
Surrey,									
Wilts, (Chief)					-	-	40	0	0
,, (Ordinary),									
						{ 5 at	40	2	6
Richmond,	-	-	-	-	-	{ 2 at	34	6	3
						{ 9 at	28	0	0
							37	0	0
Clonmel,	-	-	-	-	-		22	2	0
							18	18	0
Omagh,	-	-	-	-	-		37	11	2
							15	18	8
Dundrum,	-	-	-	-	-	2 at	35	0	0
Perth (Royal),	-	-	-	-	-		30	0	0
							26	10	0
Belfast,	-	-	-	-	-		23	5	0

## 16. Female Attendants—(continued).

						Per Annum.		
Derby,	-	-	-	-	2 at	£26	0	0
Edinburgh,	-	-	-	-		26	0	0
Sligo,	-	-	-	-		24	0	0
Limerick,	-	-	-	-	{	24	0	0
						23	0	0
						20	0	0
Armagh,	-	-	-	-	{	23	12	0
						20	10	0
Stafford,	-	-	-	-		22	0	0
Cork,	-	-	-	-	{	20	1	8
						18	0	0
Londonderry	-	-	-	-	6 at	19	11	11
					8 at	18	14	7
Waterford,	-	-	-	-		17	8	5
Maryborough,	-	-	-	-		16	0	0
Carlow,	-	-	-	-		15	0	0
Ballinasloe,	-	-	-	-	{	15	0	0
						13	8	4
Cornwall,	-	-	-	-		13	0	0

## 17. Miscellaneous Officers.

,,	Schoolmistresses,	{	2 at	61	6	5
			1 at	57	17	1
,,	Schoolmasters,	{	2 at	59	9	5
			1 at	54	17	11
Richmond:	Refectory man,	{	-	43	19	2
,,	Ploughman,					
,,	Messenger,					

(1) In many cases it is obvious that the Money Value of the Allowances or privileges is *understated*—sometimes to the extent of several hundred pounds per annum. For instance, as regards the Medical Superintendent at Glasgow, £200 is given as the equivalent of Furnished House and the other allowances mentioned in Table

VII. But nothing is said of the profits of *Consultation practice*, or of professional *Fees* of different kinds—a kind and amount of Practice that at Edinburgh, as well as at Glasgow, surely attained an annual value of at least £300. Supposing that at Edinburgh, as at Glasgow, the sum of £200 is regarded as a fair money value of Furnished House and other allowances, the estimated total value of office being £300, only a balance of £100 is left to represent a Practice in which I have heard that a single fee has amounted to as much as £50, and a regular charge per day for consultation visits to the country was 15 guineas. As illustrative of other classes of *Fees*, I have known one English Medical Superintendent get 1500 guineas as an architect's fee for designing a new Pauper Asylum, and a second 200 guineas for merely furnishing hints or suggestions regarding the construction of another new Pauper Asylum. Apart altogether from their liberality in the matter of Fees, this enlightened example of the Directors of certain English Pauper Asylums—in preferring the opinions of experienced Asylum *Physicians* to those of inexperienced general *Architects* as to the construction and organization of new Asylums—is worthy of imitation by the authorities of certain other Public Asylums in Scotland and Ireland, who have squandered thousands of pounds in consequence of carrying out their own views, or those of their architects, without regard, or even in opposition to, the matured opinions of their own resident officers! Again, in England, 10-guinea Fees, or upwards, to Medical Superintendents are common, for the examination of Insane Patients in private houses—5 guineas being an Examination Fee given by or at the instance of the Commissioners in Lunacy, and 3 guineas for an Affidavit: handsome travelling expenses being also allowed.

(2) In some cases there is reason to fear that the value of Allowances has been made to include the wage; as at Surrey, where the "allowances" of two male attendants are set down as worth £80 a year each.

(3) From the *contrasts* presented by the different value of the same classes of Allowances in different asylums, it would appear as if they were calculated from different data. For instance, in the case of the Matron at Shropshire, whose Allowances are represented as worth only £40 per annum, no account is probably taken of lodging, washing, or attendance. In some Asylums, the additional Allowance of one or two suits of uniform will not account for the difference between £16 and £80 in the case of male, and between £13 and £45 in that of female, attendants!

(4) In most Asylums the value of the Allowances of the different grades of *Attendants*—with the exception of the Head attendants, who may have better house-room, and of servants, such as Cooks, Laundresses, and House-maids—are of the same nominal value. A distinction is usually and properly drawn between male and female attendants and servants—the cost of keep being greater in the former. In the Murray Royal Institution, after many calculations, I have fixed the nominal annual value of a *male* attendant's Allowances at £40 per annum, and of a *female* attendant's or servant's at £30: *Board* alone being estimated at £30 and £25—the balance (of £10 and £5) covering room-rent,\* washing,† fuel, and lighting. Considering that (1) just as domestic servants frequently eat and drink more in value

\* Married attendants pay in Perth £5 to £10 per annum for House rent.

† Washing alone is estimated at 1s. a week for either sex, or £2 12s. per annum.

and in quantity than their masters and mistresses, and that (2) so do able-bodied attendants eat and drink much more than the majority, at least, of Asylum Patients, in so far as they have additional meals, with better appetites, this calculation must be regarded as erring on the side of moderation. In reference to this fixation of a nominal sum, which must always be a matter of difficulty, we can, in the said Institution, calculate the value of our House-room, inasmuch as every single room—originally intended for a Patient—is, in one sense, worth to us from £50 to £100 a year, according to its position in the upper or lower storeys of the Building. That is to say, were the said rooms not required for attendants, we could fill them easily with Patients at £50, £80, or £100 a year. These sums cover, of course, the board, washing, and attendance of the Patients, so that the balance left for mere room-rent is not large. Yet it must obviously vary with circumstances in such an establishment as ours, where a given room may be said to be more or less valuable according to the varying demand upon our space. The contrasts, however, between £16 (Belfast) and £43 (Richmond) in the value of the Allowances of male attendants, and between £13 (Ballinasloe) and £40 (Richmond) in that of the Allowances of female attendants in the Asylums of the same country, are apparently too great to admit of explanation by different lengths of service, or by its varying quality.

(5) Even in the practice of the same Asylum (*e.g.*, Cornwall) the money value of Allowances was not taken into account prior to 1862—that is, the date of the “Lunacy Acts Amendment Act;” in which case the earlier Annuitants had their Pensions calculated on their Salary or Wage merely—the later ones on the *total money value of office*.

(6) The value of an Allowance is sometimes so small as to be almost nominal; as in the case of a Farm Gatekeeper at Londonderry, whose House or Lodge is only worth £4 per annum—a sum which is also the amount of his wage!

(7) Very different estimates are made of the money value of Allowances by different classes of officers, or even by the same officer having different ends in view. While on the one hand I am satisfied that this nominal value is frequently, perhaps generally, *understated*, it may sometimes be *overestimated*; when, for instance, it forms an important element as a datum for the calculation of Pension. As regards Medical Superintendents, I have found in several cases these officers themselves placing a much higher value on their Allowances than the Directors, Treasurers, or Clerks of the same Asylum, and this simply because they could better estimate both the quantity and cost of the privileges they enjoyed. In one case a Medical Superintendent and his friends valued his official position, apart from salary, fees, or practice, at £500 a-year; while the other authorities of the Asylum over which he presides would probably appraise his Allowances at £300. In a second case a Medical Superintendent values his Allowances at £200: while in a third Asylum those of the Medical Assistant are reckoned equal to £150. In a fourth instance, while the Asylum authorities report a Medical Superintendent's official position, apart from salary, as worth £120, he himself esteems it equal to £200. In the United States of America the value assigned by Asylum Physicians themselves to their official Allowances is much higher than in our own country. Thus, one Physician has himself told me that his post, exclusive of salary, is worth £600 a-year, and other two described theirs as worth £1000 a year each.

IX.—TABLE illustrative of the estimated  
TOTAL ANNUAL MONEY VALUE  
OF OFFICE in the cases of the different  
classes of Officers and Servants.

1. Medical Superintendents.

				Per Annum.			
Glasgow (retired),	}						
Edinburgh (dead),							
Essex,							
Wakefield,							
Northampton, - - -				1000	0	0	
York Retreat (retired), - - -				900	0	0	
Gloucester (retired), - - -				850	0	0	
Richmond, - - - - -				700	14	5	
Hanwell (retired), - - - - -				700	0	0	
Derby (retired), - - - - -				650	0	0	
Limerick, - - - - -				593	17	4	
				500	0	0	
Denbigh (retired), - - - - -				505	0	0	
Bristol (retired), }							
Clonmel,				450	0	0	

2. Non-Medical Superintendents.

Ballinasloe, - - - - -				380	0	0	
Waterford, - - - - -				314	8	6	

3. Medical Assistants.

				234	15	5	
Richmond, - - - - -				185	12	6	
				184	15	5	
Wilts, }							
Perth (Royal), }				200	0	0	

4. Clerk (or Secretary).

Surrey, - - - - -				510	0	0	
York (Retreat) - - - - -				250	0	0	
„ (Bootham) - - - - -				235	0	0	

Per Annum.

## 5. Steward.

Richmond,	-	-	-	-	{ £317	6	5
					{ 2 at 105	6	5
Cork,	-	-	-	-		107	3 0
Suffolk,	-	-	-	-		90	0 0
Limerick,	-	-	-	-		51	2 10

## 6. Matrons.

Derby,	-	-	-	-	-	250	0 0
						229	19 5
Richmond,	-	-	-	-	{	104	10 5
						85	17 11
Surrey (Chief),	-	-	-	-		222	0 0
„ (Sub),	-	-	-	-		130	0 0
Perth (Royal),	-	-	-	-		175	0 0
Armagh,	-	-	-	-		168	14 10
Essex,	-	-	-	-		160	0 0
Gloucester,	-	-	-	-		155	0 0
Limerick,	-	-	-	-		150	0 0
Ballinasloe,	{	-	-	-	-	140	0 0
Wilts,	}	-	-	-	-	128	12 0
Maryborough,	-	-	-	-		125	0 0
Bristol,	-	-	-	-		100	0 0
Shropshire,	-	-	-	-			

## 7. Housekeeper.

Lincoln,	-	-	-	-	-	87	0 0
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## 8. Gardeners.

Perth (Royal),	-	-	-	-		100	0 0
Richmond,	-	-	-	-		87	19 2
Surrey,	-	-	-	-		80	0 0
Abergavenny,	-	-	-	-		60	0 0
						44	4 10
Limerick,	-	-	-	-	{	37	12 10
						39	5 10
Londonderry,	-	-	-	-	{	36	17 10
						36	9 0
Carlow,	-	-	-	-			

Per Annum.

## 9. Tradesmen.

Richmond: Plumber,	-	-	£78	19	2
„ Engine-man,	}	-	77	19	2
„ Carpenter,					
„ Tailor,	}	-	75	19	2
„ Shoemaker,					
„ Ploughman,	}	-	63	19	2
„ Refectory-man,					
Notts: Joiner,	-	-	67	12	0
Clonmel: Tailor,	-	-	44	0	0
Limerick: Weaver,	-	-	40	12	10
Waterford: Shoemaker,	-	-	34	18	5

## 10. Gatekeepers.

Broadmoor,	-	-	-	-	82	16	10
Richmond,	-	-	-	-	64	19	2
					61	19	2
					50	0	0
Limerick,	-	-	-	-	49	10	0
Edinburgh (dead),	-	-	-	-	42	0	0
Clonmel,	-	-	-	-	30	18	0
Maryborough,	-	-	-	-	20	0	0

## 11. Hall Porters.

Richmond,	-	-	-	-	64	19	2
					61	19	2
					50	10	0
Cornwall,	-	-	-	-	40	12	10
Limerick,	-	-	-	-	40	12	10

## 12. Cooks.

Broadmoor (Male),	-	-	-	-	93	4	2
Richmond,	-	-	-	-	61	14	6
					54	2	6
					53	2	6
Perth (Royal),	-	-	-	-	50	0	0
Surrey (Female),	-	-	-	-	45	0	0
Limerick,	-	-	-	-	31	11	11
Maryborough,	-	-	-	-	24	8	0



15. Male Attendants—(*continued*).

						Per Annum.			
Cork,	-	-	-	-	-	{	63	6	8
							48	10	0
Wonford House,	-	-	-	-	-		61	10	0
Derby,	-	-	-	-	-	2 at	61	0	0
Abergavenny,	{	-	-	-	-		60	0	0
Dundrum,									
						{	59	0	0
Essex,	-	-	-	-	-		57	0	0
						{	54	0	0
							50	10	0
Cornwall,	-	-	-	-	-	{	45	10	0
							48	6	0
Limerick,	-	-	-	-	-	{	3 at 40	12	10
							3 at 36	2	10
Clonmel (Ordinary),	-	-	-	-	-		48	0	0
„ (Night),	-	-	-	-	-		27	13	3
						{	35	8	0
Maryborough,	-	-	-	-	-		32	14	0
Waterford,	-	-	-	-	-		33	18	1
Omagh,	-	-	-	-	-		33	10	5
Carlow,	-	-	-	-	-		33	9	9
Ballinasloe,	-	-	-	-	-		30	0	0

## 16. Female Attendants.

Wilts (Head),	-	-	-	-		70	0	0
„ (Ordinary),	-	-	-	-		61	0	0
Surrey,	-	-	-	-		64	0	0
Edinburgh,	-	-	-	-		56	0	0
Perth (Royal),	-	-	-	-		55	0	0
					2 at	56	2	6
					21 at	53	2	6
						52	2	6
						51	2	6
						49	2	6
Richmond,	-	-	-	-		44	14	0
						42	6	3
					5 at	36	0	0
					4 at	34	0	0
					8 at	27	14	7

16. Female Attendants—(*continued*).

						Per Annum.		
Clonmel,	-	-	-	-	}	52	0	0
						34	2	0
Dundrum,	-	-	-	-	2 at	30	18	0
						50	0	0
Omagh,	-	-	-	-	}	49	11	2
						27	18	8
Derby,	-	-	-	-	}	49	0	0
						46	0	0
Belfast,	-	-	-	-	}	40	0	8
						35	5	0
Armagh,	-	-	-	-	}	36	12	0
						27	10	0
Limerick,	-	-	-	-	6 at	35	0	0
						32	8	0
						31	11	11
						26	6	0
Sligo,	-	-	-	-	}	34	0	0
						33	13	8
Cork,	-	-	-	-	}	32	0	0
						26	15	0
Ballinasloe,	-	-	-	-	}	21	8	4
						25	16	5
Waterford,	-	-	-	-		24	8	0
Maryborough,	-	-	-	-		23	8	0
Carlow,	-	-	-	-				

## 17. Other Classes of Servants.

Perth (Royal) : Postman,	-	64	0	0
Richmond : Messenger,	-	61	19	2



**X.—TABLE** illustrative of the **PROPORTION** that exists between—(1), The **Salary or Wage**; or (2), The **Total Money Value of Office**, during active **Service**,—and the **Amount of Pension**.

The practice is becoming, though it has not yet become quite, general to calculate the Superannuation-allowance on the *Total Annual Money Value of Office* at the time of Retirement; and to give *Two-thirds* of this said Money Value of Office after fifteen years' good service, or upwards.

In several of the Returns made to me, the mere Proportion which the Pension bears to the Salary, Wage, or Total Value of Office, is given without specifying the actual Money Amounts of either. Thus—

*Cornwall*, subsequently to 1862, gave to three Nurses Two-thirds of their Wages and Allowances; and prior to 1862, from about Two-thirds to Three-fourths of Salary or Wage only.

*Gloucester* gave to each of five Male and Female Attendants about Three-fifths of their Salary and Allowances combined.

*Bristol* gave Two-thirds of gross Income, which includes money value of Allowances, in the cases of all its Pensioners.

*Colney Hatch* gave its Matron, after twenty years' service, Two-thirds of her Salary only; and its Cow-

man, after fifteen years' service, and resignation in ill health, less than Two-thirds of his Wage only.

*Kent* many years ago gave a Medical Superintendent nearly Two-thirds of the annual Value of his Office.

*Glasgow* gave its Medical Superintendent exactly Two-thirds of his Salary only (£900).

*Hanwell* gave its Medical Superintendent exactly Two-thirds of his Salary (£400), and Allowances (valued at £300)—that is of £700—the total Value of Office; but a Deputy Matron got Two-thirds of her Salary only.

*Prestwich*, in 1870, professed to give Two-thirds of his Salary, after twenty years' service, to a Medical Superintendent; and

*Durham* offers to its Attendants, Two-thirds of Income and Allowances after fifteen years' service.

*York (North Riding)*, (28th Report, 1875, page 4), gives to a Female Attendant and Sempstress, Two-thirds of her annual wages, "and rations."

(1) In some cases the *exact* Two-thirds of the Salary or Wage, or of the estimated Value of Office, are calculated to a penny, while in others a liberal round sum is given; and fortunately the latter practice is superseding the former.

(2) In the *Irish* Asylums, which furnish the most complete data for such calculations, the proportion which the Pension bears to the Salary, Wage, or Total Value

of Office, is very much smaller than in England and Scotland: very much too small, though it must be borne in mind that the Irish Asylums grant Superannuation, as a rule, after a much shorter period of Service than in the sister countries—in several cases, for instance, *after ten years' service*. In Ireland, Superannuation-allowances vary between One-sixth and Two-fifths of the Total Money Value of Office, the variation in the amount being much greater than in England and Scotland: this variation, however, bearing a necessary relation to the greater variation in the duration of the active Service of the Pensioners. The Irish Public Asylum Service is regarded as a department of the permanent "Civil Service of the State." Pension is calculated on the "Annual Salary and Emoluments of office;" but the rate of Superannuation is the ordinary Civil Service rate under the well-known Superannuation Act of 1859—that is from Ten to Forty-sixtieths of "such Salary and Emoluments," according to the length of service. No fixed Age at retiral is specified, though no inducement is held out for longer service than forty years, when the Maximum Pension of Forty-sixtieths, or Two-thirds, of the Salary and Emoluments at the time of retirement, is granted.

(3) It is a mistake and an injustice, however, to place all Asylum officers simply on equal footing with officers of other departments of the Civil Service: for instance, in the Customs or Excise, or in the multitudinous Clerkships in Government offices of all kinds. Those classes of Asylum officers who have the immediate charge of Patients, and in proportion to their responsibility, cannot fairly be ranked—as to claims for Pension—with ordinary Government-office clerks, or with officers of Excise or Customs—not even with Soldiers and Sailors,

nor with Prison Warders. Not only are their work and worry more incessant, the nature of their duties more exhausting; but they daily carry their lives in their hands, even more truly than this can be said of Soldiers, Sailors, or Policemen, unless in war or other exceptional times. This subject will be found further adverted to under the section on the *Causes of Retirement*.

(4) It is one of the evils of the English system of Superannuation (which requires the approval of the Court of Quarter Sessions, in the case of County Asylums) that the said Court may not—and in point of fact sometimes does not—and with no proper ground for its decision—confirm or act upon the recommendation of an Asylum Board of Directors. Thus, while drawing up these Tables, a case has been brought under my notice, of the Assistant Matron of a large County Asylum, who retired in bad health, after 20 years' service, in which, though the Asylum Directorate recommended Pension at the rate of two-thirds of the *value of office*, the Court of Quarter Sessions arbitrarily granted one of two-thirds of her *salary only*, the technical ground being the paltry excuse that she was not, at the time of her retiral, 50 years of age. The case, as represented to me, was one in which the *Maximum Pension should have been awarded*. The consequence of the illiberal policy followed, in such a case, is simply this—that an officer in ill-health, after 20 years' service in an Asylum that can well afford any outlay on Pensions, is forced by the *res angusta domi* to seek far and near other means of bare subsistence.



# XI.—TABLE illustrative of the DURATION of the ACTIVE SERVICE of Pensioners.

Of 237 instances, in which the Length or Duration of Service was specified, it was—

6	years in	2 cases.	26	years in	4 cases.
7	"	2 "	27	"	5 "
9	"	1 "	28	"	4 "
10	"	11 "	29	"	2 "
11	"	7 "	30	"	11 "
12	"	5 "	31	"	8 "
13	"	9 "	32	"	3 "
14	"	11 "	33	"	3 "
15	"	14 "	34	"	2 "
16	"	10 "	35	"	4 "
17	"	13 "	36	"	1 "
18	"	14 "	37	"	1 "
19	"	6 "	38	"	1 "
20	"	30 "	39	"	1 "
21	"	8 "	40	"	3 "
22	"	14 "	42	"	1 "
23	"	10 "	47	"	1 "
24	"	8 "			
25	"	7 "			
			Total,		237

Arranged in Numerical order there were—

30 instances of	20 years' service.
14 "	15, 18, and 22 "
13 "	17 "
11 "	10, 14, and 30 "
10 "	16 and 23 "
9 "	13 "
8 "	21 and 31 "

7 instances of	11, 24, and 25 years' service.
6       "	19       "
5       "	12 and 27       "
4       "	26, 28, and 35       "
3       "	32, 33, and 40       "
2       "	6, 7, 29, and 34       "
1       "	{ 9, 24, 36, 37, 38, } { 39, 42, and 47 }       "

In round figures—

27 per cent.	had served 15 years and under.
58       "	20       "
78       "	25       "
88       "	30       "
and 12       above	30

(1) In other words, *One-Fourth* of the whole had not been in office over 15 years; more than *One-Half* had not been over 20; and more than *Three-Fourths* not over 25; and the practice is daily becoming more common—and will soon be general—to *superannuate as speedily as possible after 15 years' service*. As I have pointed out in other sections, this is the obvious *policy* of Directorates, as regards all those classes of officers—such as Medical Superintendents (especially), Matrons, and Attendants—who come immediately and constantly in contact with the Patients, and upon whom devolve the most responsible, dangerous, and exhausting duties that are peculiar to Hospitals for the Insane. There is by no means the same necessity for early retirement or liberal pensions in the cases of Chaplains, Gardeners, Engineers, Tradesmen, Cooks, Laundresses, Housemaids, and those other officers or servants whose duties do not differ essentially from those of similar officers in other Institutions of similar size.

(2) *Gratuities*, where given at all, are bestowed after much shorter periods of service than Pensions, varying at Broadmoor from one month to nine years. Thus in

1 case (at Broadmoor) the length of service was				
	-	-	-	1 month.
1	"	"	"	8 months.
2	"	"	"	about 3 years.
1	"	"	"	4 "
3	"	"	"	5 "
1	"	"	"	8 "
1	"	"	"	9 "

---

Total, 10 cases.

But at Surrey and York (the Retreat and Bootham) the periods of service were much longer, and the Gratuities correspondingly less liberal or just.

In 1 case the period was 14 years.			
2	"	"	16 "
1	"	"	22 "
2	"	"	25 "

---

Total, 6 cases.



**XII.—TABLE illustrative of the FUNDS  
from which Pensions are defrayed in  
the various classes of Public Asylums.**

**1. IRELAND.**

**(a) DISTRICT ASYLUMS.**

Pensions form an *ordinary item of General Expenditure*:  
as much so as do Salaries or Wages. The General Fund of each asylum consists of Rates levied in the several Asylum Districts.

**(b) STATE ASYLUM.**

The State Criminal Asylum is probably an exception, ranking with Broadmoor.

**2. ENGLAND AND WALES.**

**(a) COUNTY ASYLUMS.**

*Cornwall*: County Rate, orders being made on the County Treasurer.

*Essex*: Lunatic Asylum Rate.

*Warwick*: Lunatic Asylum County Rate.

*Stafford*: Lunacy Rate.

*Notts*: County and Borough Rate.

*Hants*: Building Fund.

**(b) BOROUGH ASYLUM.**

*Bristol*: Borough Fund.

**(c) STATE ASYLUM.**

*Broadmoor*: Consolidated Fund, in conformity with the Provisions of the Superannuation Act 1859.

## (d) REGISTERED HOSPITALS.

*Nottingham* (Town): Subscriptions and Interest on Investments.

*York* (Retreat): Board of Patients.

„ (Bootham): General Income.

*Warneford House*: General Income.

*Wonford House*: General Fund.

*Northampton*: General Fund.

## (e) IDIOT ASYLUM.

*Earlswood*: General Fund.

## 3. SCOTLAND.

## CHARTERED ASYLUMS.

*Glasgow*: General Funds.

*Edinburgh*: Ordinary Income.

*Perth* (Royal): Ordinary Income.

(1) In general terms it may be asserted that, whatever be the local name given to the General Funds of the Asylum, Pensions are defrayed from these *General Funds*: and that the said Funds arise mainly—generally exclusively—from the *Board-rates of Patients*. In the case of County or District Asylums, these Board-rates are varied according to varying demands upon the General Funds. If these Funds exceed materially the required expenditure, the Board-rates are lowered for the time being. If on the other hand, Pensions or other demands swell the Expenditure beyond the Income, the Board-rates are correspondingly increased.

(2) In some of the Registered Hospitals of England, in the Idiot Asylum of Earlswood, and in some of the

Chartered or Royal Asylums of Scotland, the Board-rates of Patients are, or have been, assisted—in the formation of the General Funds—by Charitable (Public) Donations or Subscriptions.

(3) In no case has a *Special Superannuation Fund* been established: in all cases Pensions being obviously regarded as *ordinary charges against the ordinary income*, whatever be the source of the latter.



# XIII.—TABLE illustrative of the DEBT affecting various Classes of Public Asylums at the period of their granting PENSIONS.

## 1. County Asylums (England).

Colney Hatch,	-	-	-	£117,203	6	8
Hanwell,	-	-	-	71,833	6	8

## 2. Chartered or Royal Asylums (Scotland).

Edinburgh,	-	-	-	£16,288	9	0
Glasgow,	-	-	-	11,000	0	0

(1) It is obvious that the Public Asylums, which grant Pensions, do not—as they certainly should not—regard Building or other Debts as any obstacle to the discharge of a plain Duty—the fulfilling of an obvious Policy.

(2) There is in truth no proper excuse for the evasion of a Duty—an act of Justice—that is due to officers who have given the best 15 or 20 years of their lives to the wearisome, worrying work of Asylum service. The stale apology—"Want of Funds"—for such an object, while it is really indefensible, is utterly discreditable to those who are shame-faced, or ignorant, or indifferent enough to offer it. It is too frequently, it is to be feared, a pitiable and unwitting confession of incapacity and mismanagement; for, with the "Increase of Lunacy" so patent on all hands as to be subject of popular alarm and criticism, with all classes of small *Private* Asylums flourishing in our midst and excelling in popularity, as they deserve to do, the larger *Public*

ones, that Public Asylum, which possesses no "Funds" adequately to reward its officers or servants, may safely be pronounced to be suffering from mismanagement in some form.

(3) Notwithstanding its debt of £16,288 9s. in 1874, the Edinburgh Royal Asylum borrowed in 1875 an additional sum of £8775; and further borrowing is contemplated in order to the further improvement of the Institution. The incurring of Debt for such purposes is common in all Public Asylums. But it does not seem to occur to some Directorates that it is quite as legitimate to Borrow, if necessary, in order to defray *Pensions*, as, in other ways, to improve the position, credit, or reputation of an Institution for the Insane.



XIV.—TABLE illustrative of the AGE, on  
RETIREMENT from office, of Asylum  
Pensioners.

Number of Pensioners aged	33	-	1
	34	-	2
"	35	-	1
"	36	-	2
"	38	-	1
"	39	-	3
"	40	-	1
"	41	-	1
"	42	-	1
"	43	-	1
"	44	-	1
"	45	-	3
"	46	-	1
"	47	-	2
"	48	-	4
"	49	-	1
"	50	-	2
"	52	-	3
"	53	-	2
"	54	-	2
"	55	-	2
"	56	-	4
"	57	-	1
"	58	-	7
"	59	-	2
"	60	-	11
"	61	-	2
"	62	-	4
"	63	-	2
"	64	-	3

---

Carry forward, 73

		Brought forward,	73
Number of Pensioners aged	65	-	6
„ „	66	-	7
„ „	67	-	1
„ „	69	-	1
„ „	70	-	6
„ „	71	-	1
„ „	72	-	2
„ „	73	-	1
„ „	74	-	1
„ „	77	-	1
„ „	78	-	1
„ „	79	-	1
			<hr/>
Total,			102

Arranged in Numerical order there were—

11 cases of Pensioners aged	-	-	-	60.
7 „	-	-	-	58 and 66.
6 „	-	-	-	65 and 70.
4 at each of the ages of	-	-	-	48, 56, 62.
3 „	-	-	-	39, 45, 52, 64.
2 „	34,	36,	47,	50, 53, 54, 55,
	59,	61,	63,	72.
1 „	33,	35,	38,	40, 41, 42, 43,
	44,	46,	49,	57, 67, 69,
	71,	73,	74,	77, 78, 79.

In round figures, of the whole Pensioners whose Age at the time of Retiral has been supplied—say 100—

25 per cent. were under 50 years of Age.

25 „ between 50 and 60 „

35 „ „ 60 and 70 „

15 „ „ 70 and 80 „

or, in other words, 50 per cent. were under, and the other 50 per cent. over, 60 years of age.

(1) The comparatively large proportion of cases aged about 60 is probably due to the ruling official idea in some one or more asylums, that no officer or servant should hold office after that age. The oldest Pensioner—a man of 79—was in the Murray Royal Institution, Perth: the youngest—of 33—a Female Attendant at Sligo.

(2) I believe that, should similar statistics be drawn up 20 years hence, there will be found a great difference in the corresponding figures, seeing that the number of Pensioners under 60 years of age is annually increasing, while there is a corresponding diminution of those over 60. In short, officers and servants over even 50 years of age are gradually being eliminated—as they ought to be (but only in the event of suitable Pensions being provided)—from all classes of our Public Asylums. It is an absurd fiction to suppose that a Medical Superintendent, a Matron, or an Attendant, male or female, of over 70 years of age, is competent to discharge functions that require the *greatest vigour both of body and mind*.

(3) While the Age, at retiral of annuitants, is given by 15 Irish Asylums, it is furnished only by 5 English ones and 1 Scotch.

(4) The older Pensioners are, as a rule, to be found in the older Asylums; while the reverse holds good. The average Age at retiral is every year becoming less.

(5) But it is equally absurd and unfair to make the attainment of *any specific age* an essential towards receipt of a Pension, the bestowal of which should be grounded, as it is in the Army, simply on *duration and quality of service*. A young man enters the Army at 18, and retires on an ordinary or good service Pension after 21 years'

service—that is at the age of 39. And the young man or woman, who takes service in what is a much more exhausting and dangerous department of public life, should be at least in no worse position than a private soldier.

(6) It is the obvious interest or *policy*—nay the Moral Duty—of Asylum-Directorates to secure able-bodied and strong-minded *young* officers, and not to retain them beyond their prime—their period of highest usefulness—that period during which their character can healthily react on that of their charges.

(7) Asylum Directorates are constantly exhibiting in a most practical way, their superior confidence in comparatively *young* officers by the restrictions they impose, as regards the Age of applicants for office, in their public intimations of vacancies. Thus for the post of Medical Superintendent, Glasgow requires candidates to be between 30 and 45 years of age; York (Bootham) between 25 and 45; Somerset puts the maximum age at 35; Hanwell at 45. Male attendants at Surrey must be between 25 and 35; Female at the East Riding “about 30;” Laundresses at Colney Hatch under 30; the Baker at Durham between 25 and 35.



# XV.—TABLE illustrative of the PERIOD OF ENJOYMENT of Pensions by An- nuitants.

The period that elapsed between the date of granting a Pension, on the Retiral of an officer or servant, and the date of Death of the latter, or the date of drawing up these Tables (May 1875), has been stated only in 60 cases.

Of these, at least in one case a Pension of £500 was never entered upon in consequence of the death of its recipient—a death that simply showed the boon had been much *too long delayed*.

In a second case, Pension was enjoyed for only 1 month, and in 2 others for less than 6 months.

Pension was or has been enjoyed for about

2 years in	-	-	-	3 cases.
4    "	-	-	-	1   "
5    "	-	-	-	2   "
6    "	-	-	-	11   "
7    "	-	-	-	4   "
8    "	-	-	-	6   "
9    "	-	-	-	3   "
10   "	-	-	-	3   "
11   "	-	-	-	2   "
12   "	-	-	-	2   "
13   "	-	-	-	2   "
14   "	-	-	-	4   "
15   "	-	-	-	2   "
16   "	-	-	-	3   "
17   "	-	-	-	5   "
18   "	-	-	-	6   "
19   "	-	-	-	1   "

Total, 60

## Arranged in Numerical order, Pensions lasted

In 11 cases for				-	-	6 years.
6	„	-	-	-	{	8 „
						18 „
5	„	-	-	-		17 „
						7 „
4	„	-	-	-	{	14 „
						9 „
						2 „
3	„	-	-	-	{	10 „
						16 „
						5 „
						11 „
2	„	-	-	-	{	12 „
						13 „
						15 „
1	„	-	-	-	{	4 „
						19 „

(1) No Pension has yet been enjoyed, therefore, for 20 years. But unquestionably the result will be very different in proportion as the Age becomes earlier at which Pensions are granted.

(2) For practical purposes no distinction has been drawn between Pensions that have lapsed by death, and those which are still being enjoyed. My data are insufficient to render separation necessary or desirable. But the category of *Lapsed Annuities* is obviously the more important, in so far as a complete Table of all those that have fallen in by death since Pensions were first granted in each of the older Public Asylums of the Three Kingdoms would furnish information for those Asylum authorities who take pleasure in making calculations from the average vitality of Asylum Pensioners.

(A)—SUB-TABLE showing the Pensions that LAPSED BY DEATH during 1874, in the District Asylums of Ireland.

	Amount of Pensions.	Period of Enjoyment
Ballinasloe -	£12 2 8	about 6 years.
Carlow, -	16 3 8	- 8 "
Londonderry, -	6 12 0	- 5 "
Maryborough, -	9 5 4	- 8 "
Limerick, -	{ 12 7 6	- 6 "
	{ 14 17 0	- 4 "
Richmond, -	{ 22 6 4	- 2 "
	{ 9 7 5	- 2 "
	{ 9 2 1	- 8 "
Total amount of } Pensions,	£112 4 0	Average } Duration. } 5½ years.
Total No. of Pensioners struck off } the List of Annuitants, - }		9

(B)—SUB-TABLE showing the Pensions that lapsed by Death in a SINGLE Irish District ASYLUM—(that of Richmond, Dublin)—in a Single Year (1868.)\*

	Amount of Pension.	Duration
Manager, -	£207 1 8	about 2 years.
Nurses, -	{ 24 0 0	- 7 "
	{ 24 0 0	- 1 month.
Clerk and Storekeeper, -	13 6 8	- 5 months.
Attendant (Male), -	9 6 9	- 1 year.
Deputy Nurse, -	8 10 0	- 6 years.
Total,	£286 5 1	Average } Duration. } 2¾ years.
No of Annuitants,	-	6

\* From the Annual Report for the year in question.

(C)—SUB-TABLE illustrating the Duration  
of Pensions that are STILL BEING  
ENJOYED in Irish District Asylums.\*

Armagh: Matron,	-	-	-	about 5 years.
Ballinasloe: Manager,	-	-	-	16 "
" Matron,	-	-	-	15 "
" Attendant (Male)	-	-	-	16 "
" Nurses,	-	-	-	{ 18 "
" Apothecary,	-	-	-	{ 14 "
" Apothecary,	-	-	-	16 "
Clonmel: Tailor,	-	-	-	7 "
" Keeper (Male),	-	-	-	11 "
" Nurses,	-	-	-	{ 19 "
" Nurses,	-	-	-	{ 6 "
" Nurses,	-	-	-	{ 13 "
" Gate Porter,	-	-	-	17 "
Cork: Storekeeper,	-	-	-	6 "
" Assistant Attendant (Female),	-	-	-	7 "
Kilkenny: Laundress,	-	-	-	11 "
Limerick: Apothecary,	-	-	-	6 "
" Attendant (Female),	-	-	-	6 "
Londonderry: Farm-Manager,	-	-	-	6 "
" Gardener,	-	-	-	12 "
Maryborough: Matron,	-	-	-	18 "
" Gatekeeper,	-	-	-	17 "
Omagh: Attendant (Male),	-	-	-	6 "
" Nurse,	-	-	-	6 "
Richmond: Physician,	-	-	-	17 "
" Apothecary,	-	-	-	15 "
" Gate Porter,	-	-	-	18 "
" Attendants (Male),	-	-	-	{ 9 "
" Attendants (Male),	-	-	-	{ 8 "
" Attendants (Male),	-	-	-	{ 7 "

\* In order to economise space, all Pensions granted since 1870 have been excluded.

Richmond : Nurses,	-	-	{	2 at 18	„
	-	-		17	„
	-	-		14	„
	-	-		13	„
	-	-		9	„
	-	-		8	„
„ Deputy Nurses,	-	-	{	2 at 17	„
				14	„
				10	„
„ Housemaid,	-	-	-	18	„
Sligo : Attendant (Female),	-	-	-	6	„
Waterford : Manager,	-	-	-	12	„
„ Shoemaker Attendant,	-	-	-	10	„
„ Attendant (Male),	-	-	-	10	„
„ Nurse,	-	-	-	9	„
„ Laundress,	-	-	-	8	„



(D)—SUB-TABLE showing the Duration of Pensions in the two Asylums for MID-LESEX.

(1). Of the *Hanwell*\* Pension list—

1	Pension	was granted in	1854.
1	"	"	1861.
1	"	"	1863.
1	"	"	1865.
1	"	"	1867.
2	"	"	1869.
3	"	"	1871.
6	"	"	1872.
3	"	"	1873.
2	"	"	1874.

In other words, the Duration of Pensions ranges from 1 to 21 years.

(2). Of the *Colney Hatch*† Pension List—

1	Pension	was granted in	1859.
1	"	"	1862.
2	"	"	1867.
1	"	"	1868.
2	"	"	1869.
2	"	"	1871.
2	"	"	1873.
2	"	"	1874.
1	"	"	1875.

In other words, the Duration of Pensions has ranged from a few months to 16 years.

\* Of 21 cases }  
 † Of 14 cases } in which the date of Superannuation was specified.

## XVI.—TABLE illustrative of the CAUSES OF RETIREMENT from office of the Persons pensioned.

### 1. *Completion of Service*—which involves *Good Service*.

This *ought to be the sole, and a sufficient, ground for Retiral* in the majority of cases. It is becoming more and more common as a main reason, or as the sole reason, for Resignation on Superannuation. There will always, unfortunately, be a minority of cases in which the immediate ground for Resignation is less length of service than physical disability; and even in the majority there will seldom be wanting the additional element of deterioration of Health. But Superannuation should, in certain classes of officers, be *optional after 15 years' service*.

Asylum officers should be in a position to retire on pension while they are yet not too far advanced in years, or their energies not too much sapped, to permit of their engaging in other departments of useful labour—if they prefer work to idleness. At least one Retired Asylum Medical Superintendent has set up in metropolitan practice; another is now Proprietor of a Suburban Private Asylum; a Retired Matron lately went abroad, got married, and has thereby entered on a completely new “sphere of usefulness;” while a Female Attendant pensioned by an Asylum now holds office in a Workhouse. I trust there are many more cases of such a kind. That their number will annually increase, I do not doubt. The majority of applicants for the posts of Male Attendants or Servants in the Asylum under my own charge are Soldiers in the prime of life—about 40—who have

served 21 years in the Army, and have retired on "Good Service" certificates, with minimum Pensions of about £20 a year. They form engagements in every department of civil life—for some departments whereof their army discipline renders them peculiarly fitted. Retired Asylum officers should enjoy *at least equal Pension-privileges* with their brethren in the Army.

## 2. *Old Age and its infirmities.*

Table XIII shows the number of cases in which Annuitants were Sexagenarians or Septuagenarians. But it cannot indicate either the *impolicy* or of the *injustice* of retaining in, or allowing to retain, office, persons who by reason of physical or mental decrepitude, or both, must have long since ceased to be efficient officers or servants, and who were fairly entitled to liberal Pensions many years previously. The Directorates of Asylums appear to have little idea of the impolicy of such indifferentism to their own interests, if these interests are in any real way identified with those of the Asylums of which they are the Patrons, and over which they exercise controlling power; and yet in some of its forms—in the persons of certain classes of officers—they must frequently witness the fruits of what is either their parsimony and short-sightedness in not calling for the Resignation on pension of an aged officer, or their mischievous good nature in permitting an incompetent officer to retain his position for the sake of the "full pay" and status which it provides. For instance there are too many septuagenarian or even octogenarian Treasurers, Secretaries, and Clerks, who muddle their accounts, forget their duties in correspondence, commit errors in book-keeping, and in short, by their incessant and inevitable blundering, create an untold and untellable amount and kind of avoidable mischief both to their fellow officers,

and to an Asylum *clientèle* ! In such cases there should unquestionably be *compulsory Superannuation* : which, however, would only be equitable—in the event of long service of the person to be superannuated—by the provision of a liberal Pension.

At *Gloucester*, we are told, a pensioned Female Attendant was “very old” and “unfit for active work many years before she retired.” In another case “the old nurse was nearly blind and upwards of 70 years of age,” after 40 years’ service. At *Wilts* (24th Report, 1875, p. 38), a Matron was pensioned for “old age and infirmity” at the age of 72, after  $22\frac{1}{2}$  years’ service.

### 3. *Ill-Health*—bodily, or mental, or both.

Unfortunately this is only too common a cause of Resignation of office.

*Broadmoor* : 8 cases occurred in 4 years.

*Derby* (23d Report, 1874, p. 17), cites a female Attendant “who after 17 years’ service . . . was incapacitated by Ill-health for the efficient performance of her duty.”

*Nottingham* (Town) : Matron retired in consequence of Ill-health.

*North Riding* (28th Report, 1875, p. 4) : a female Attendant and Sempstress was pensioned on account of “Incapacity from confirmed infirmity for any longer executing her duties,” at the age of 62 after  $15\frac{1}{2}$  years’ service.

*Essex* : Matron was “obliged to resign on account of Rheumatism” after 10 years’ service.

*Cornwall* : a Nurse and a 2d Laundry-maid retired from “confirmed sickness and infirmity” after  $14\frac{1}{2}$  and  $9\frac{1}{2}$  years’ service respectively.

*Colney Hatch*: "Ill-health" was the assigned cause of Resignation in the case of a Chaplain, and a Cowman—the one after 9, the other after 15 years' service.

*Bristol*: "very impaired health" is the ostensible cause in one case.

That *deterioration of health* in and by Asylum service—that is in and by the immediate charge of or responsibility for Patients—is the rule among all classes of responsible officers my own experience leaves me in no doubt. And this deterioration equally involves mental and bodily health. Quite recently I had to part with 2 otherwise excellent Male Attendants—both Soldiers who had "served their time" in the army, but who had not suffered in health from that service—on account of the morbid mental condition into which both fell—a condition I could only attribute to the peculiar character of their duties. I have little doubt that the proneness to intemperance among Male Attendants, and of course its effects—the irritability which leads to harshness to, or intolerance of the peculiarities of, their charges—the various breaches of discipline, which are so incessantly leading to the dismissal of (on the whole) good Attendants—are in great measure—sometimes entirely—due to the morbid mental, nervous, or general condition engendered by the trying, exhausting character of their duties.

(4) *Injuries* at the hands of Patients, or *Accidents* in the Discharge of Duty.

The general Public and even the Directorates of Asylums have little, if any, conception of the *risks to life* or limb that occur in Asylum service—of the frequency of

even fatal Injuries at the hands of Patients—of the liability to many kinds of Accident—on the part of the different classes of Asylum employés. Only a few years ago, one of the English Commissioners in Lunacy was murdered while making his official rounds in an English Provincial Asylum; the non-resident Physician of a Colonial Asylum, whom I had the pleasure of meeting, and which I had the benefit of visiting, in 1862, was sacrificed in a similar way. Several instances have occurred of the slaughter of Attendants by Patients. I have myself, in the course of 20 years, had 5 serious attempts made on my life. That the results in none of them were serious, I ascribe simply to my rule of being accompanied by one of my officers in all visits to galleries occupied by Patients. On one occasion, I was dangerously assaulted by a Religious mono-maniac under the impression that I was Judas Iscariot; on another, systematic arrangements had been made to fell me, on entering a room, by a blow with a heavy crutch; on a third, I narrowly escaped having my eyes gouged out and my skull fractured by means of the movable heavy iron rests of fire-irons; on a fourth, one leg was nearly broken, some fingers nearly dislocated, and the whole body bruised, so that I felt sore for many days after the wrestle, by or with a dangerous Epileptic maniac. Even in my own experience, minor Accidents to attendants have been innumerable. Scratches, blows, tearing of, or out, hair, assaults of all kinds, have been ordinary occurrences, at the hands of Patients in paroxysms of acute Mania. The most serious of these minor Accidents I can recall to mind at present, was, in the case of a Male Attendant, a kick in the testicle, and sequent severe orchitis, by the feet of a patient, who selected this particular form of doing injury to the persons of those who had occasion to interfere with him.

The last Report (4th, 1875, p. 35), of the Cheshire Asylum (near Macclesfield), cites a case of violent Assault upon 2 Nurses, which "forcibly illustrates the risks which have sometimes to be run by those having the care of the Insane." Broadmoor gives 2 cases of Resignation from Injury—in one case after 1 month's—in the other after 8 months' service. The fact that a single sum of £10 in each case was deemed sufficient compensation by the authorities, leads to the inference that the injuries were trivial: an inference contradicted, however, by the fact of the 2 Assistant-Attendants—the officers injured—giving up service.

That Asylum work is regarded as "Hazardous" by "Accident Insurance" Companies is proved by the fact that they exact from such officers as Medical Superintendents higher rates of premium than the average—in other words, the "Hazardous"—Rates.

#### (5) *Mismanagement or Misdemeanour.*

In some cases the defaulting officer is called upon directly or indirectly to resign; in others he is simply "permitted to resign." But in either case the faults committed must have been venial, or they were neutralized by a long career of previous good conduct. Otherwise it is scarcely conceivable that Pension would have been awarded. Private letters have explained—and probably with perfect truth—the cause of granting Pensions in certain cases to have been the simple desire to "get rid" of a troublesome, obnoxious, or useless officer—one who had nevertheless been long in office, and who could scarcely be charged with any chargeable offence. But, knowing as I do, the history of several of these cases, I am disposed to ascribe blame not less to the officers implicated, than to the Directors whom they served. These defaulting officers

had probably simply fallen into that morbidly irritable, pugnacious condition that is so naturally the result of the long-continued anxieties of office, and I may add, of a sense of long-continued injustice at the hands of superiors. That they placed themselves in unfortunate antagonism to their Directors, Colleagues, Superiors, or Subordinates, was no doubt less the result of consciousness of their superior knowledge or skill than of a morbid want of power to command the action of shattered nerves, and disordered functions—mental and bodily. That they allowed their tempers to get the better of their judgment, is only a vulgar way of putting a pathological fact—of expressing or explaining a morbid condition—one for which blame is ascribable to Asylum Directors, in so far as they had not *forestalled* such ruin of health—mental and bodily—by *timely and liberal Superannuation*. Probably to the category of “Incompatibility of temper” between Subordinate and Superior Officers, or between Superior Officers and their Directors, are to be attributed certain Pensions, which are described as the result of “compromise,” or of Resignation “under peculiar circumstances.”

(6) *Pet*, or the Sulks—which includes Bad Temper in all its forms and degrees.

This is a frequent cause of Resignation in all classes of officers; and it may fairly, in many cases of officers and servants who have been long in the Asylum-service, be ascribed to a morbid condition of health—mental or bodily, or both. This is at least the most charitable view to take of it: the view that fortunately is taken in some cases by those experienced Asylum-Physicians who are familiar with the effects on the mind and nervous system of the wear and tear of Asylum-life. It would obviously be unfair that Asylum authorities should take advantage

of a single act of injudiciousness—the result of an infirmity of temper produced in and by incessant friction for 15 or 20 years with diseased minds and morbid habits—by withholding Pension on the ground that a given officer had unconditionally demitted office, had not asked for Superannuation allowance, and might receive it ungraciously.



XVII.—TABLE illustrative of the substitution of

(a) GRATUITIES in a single sum—  
or of

(b) Grants for limited periods—  
instead of Pensions for life.

1. *Broadmoor*—

- (1) Sums paid between 1868 and 1873 as Gratuities to Attendants and Servants who left the Asylum through *Ill-health*.

Chief Cook (Male),	-	-	-	£69	18	1
Master Shoemaker,	-	-	-	53	12	2

Male Attendants—

Principal,	-	-	-	38	11	3
Assistant Principal,	-	-	-	35	16	11
Ordinary,	-	-	-	35	7	3
„	-	-	-	33	15	3
„	-	-	-	22	9	6
„	-	-	-	18	11	7

- (2) “Compassionate Allowances” paid to Attendants who received *Injuries* whilst in the Asylum Service.

2 Male Assistant-Attendants, each,	£10	0	0
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Total amount of Gratuities during the last 7 years,	-	-	-	£328	2	0
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2. The *Retreat*, York—

- (a) Medical Superintendent, after 25 years' service:

a Gratuity of £1000, and an Honorary appointment (a Nominal office) of £100 per annum.

(b) Secretary, after 22 years' service: a Present or Donation of £200.

3. The Lunatic Hospital, *Bootham, York*—

(a) Medical Superintendent, after 16 years' service: on appointment to a more lucrative office in another Asylum, a Grant or Gratuity of £52 10s.

(b) House-Steward, after 14 years' service: on Resigning, a Donation of £25.

4. *Surrey*—

Male Attendant after 16 years' service: £10 per annum for 5 years.

(1) No doubt in the last of these cases there were special reasons for departing from the general custom as to Pensions, for Surrey is one of those English Asylums which have a most respectable Annual Pension List (£963). But the special reasons have not been stated.

(2) The once famous venerable "Retreat" of York now possesses the unenviable distinction of being the only Public Asylum in the Three Kingdoms, which has set its face against Pensioning any of its officers or servants. There are several other old Public Asylums, which *at present* have no Pensioners, or even which have never, so far as I know, granted Pensions. But from none save the Retreat have I received the assurance that Superannuation has been decided against; a decision that would appear to be final—and in the face of the telling facts and figures of Dr. Kitching's "Report on Pensions" in 1872. There is no room for doubt on the subject; for Dr. Baker himself informs me, in his Return, that "at this Institution there is a distinct understanding

that no Pensions are given;" the grants to the Retired Physician and Secretary being described as "Presents." Now, in the case of the said Physician, even at 5 per cent., a capital sum of £1000 represents only £50 a year, which, added to an Honorary appointment of £100, amounts at the outside to a Pension of £150—that is one equal to the lowest in Table V: one less by £200 a year than Colney Hatch gives its Steward; by £190 than Surrey gives its Clerk; by £90 than Ballinasloe gives to a non-Medical Superintendent; by £20 than Richmond gives to an Apothecary; by £50 than Colney Hatch again gives to a Matron; by £10 than the same Asylum gives to an Assistant Matron! After 25 years' service, with a salary at the time of Retirement of £700, and additional allowances valued at £200, the Pension of the Retired Physician at the Retreat ought to have been Two-thirds of £900—that is £600 per annum. *That* is what the same officer would have obtained as the reward of a quarter of a century of Asylum work in an English *County* Asylum; and it is exactly the sum which Glasgow, with a debt of £11,000, does not hesitate to give to its Physician after the same period of service. In other words, by having devoted himself to the care of the *Affluent*, instead of the Indigent, Insane, the Retired Physician of the Retreat is now a loser—in the matter of Pension—of £450 a year! The Retired Secretary of the Retreat is in similar evil case. His "Present" of £200 at 5 per cent. represents only £10 a year—after 22 years' service:—a "Present" which places him on a footing with the worst pensioned Attendants or Servants of Pauper Asylums in Ireland!

(3) The practice of the Bootham Hospital, in the recompense of its officers for long service, seems to have been borrowed—by Imitation—from that of its elder

neighbour—the Retreat. A “Present” to a House-Steward of £25, on resigning after 14 years’ service, places him below any of the lowest classes of the *servants* of *Pauper Asylums* in Ireland—mentioned in Table V.

(4) *Gratuities* during active service *in addition to ordinary pay*, and having no reference to prospective Pensions, are most useful, and to be recommended as a means of rewarding all kinds of practical superiority. They have long constituted a special section—supplementary to that on wages and allowances—in the Prospectus for Attendants and Servants in the Murray Royal Institution, Perth. I have never hesitated to exercise my privilege of bestowing Gratuities liberally in deserving cases. Practically I have found the best *form* of Gratuity for extra or special service to be an Extra Wage, or some signal addition to the annual Wage-rate. But the form adopted has varied with individual cases, and has included, for instance, Marriage presents, and Excursions to the International Exhibition, London. Such Presents are desirable in order to the encouragement and reward of all kinds of Extra or Good service; for instance, in saving life by the prevention of suicide—the extinction of fire—the guarding from accident or injury—the recovery of escaped patients; for voluntary duties in teaching, drilling, or occupying Patients; for special, unusual, or other abilities, which can be applied to so many useful practical purposes in Asylums. For such, or other, qualities or abilities it should be in the power of every Asylum-Superintendent to bestow Gratuities, to the extent he may consider desirable, whenever and on whomsoever he sees fit; though in certain cases it may be desirable to make their presentation as *public* as possible—as an example and encouragement to others—by allowing the said presentation to be formally made by

or before a Board of Directors at General Meeting assembled.

(5) But *Gratuities* on Retiral from Office are too apt to be made the means of evading Duty in the granting of *Pensions*. No doubt there are conceivable circumstances in which, regarding the matter from certain points of view, a Donation of a single sum may be preferable to a Pension for life. It is cheaper at least for the Asylum—the practical view that is usually taken of it. In such a case it should—having regard to the commonness of Pensioning after 15 years' service in the Public Asylums of the Three Kingdoms—be proportionate to the merits of the recipient or requirements of the case. Thus—

(a) In cases of officers or servants under 15 years' service, where the service has nevertheless been conspicuously good, it would be invidious and unfair to give a paltry Gratuity—though in some Asylums even this is not done. It is, for instance, obviously absurd to draw a line between an officer or servant, who has been only 14 years in office, and another who is entitled to Pension by having completed 15 years' service, by giving to the former either no addition to his ordinary Wage, or a Gratuity equal to one year's instalment of the Pension of the latter.

(b) Or—suppose a *Break-down in Health* prior to 15 years' service—and especially one that can be shown to have been occasioned by, or connected with, Asylum work or worry. A gross injustice is perpetrated if the unfortunate officer or servant is thrown on the world—useless, helpless—simply because he has not completed the minimum term required for the obtaining of the Pension privilege. This sort of injustice is, however, what is

actually committed by some Asylums; while others—to their credit be it said—do not confine themselves to, or fetter themselves by, the *letter* of Superannuation clauses, or to or by Superannuation clauses or Lunacy statutes at all, but grant Pensions after even short periods of service in exceptional cases. Thus I have notes of *Pensions after 5 and 7 years' service*.

(c) In the more obvious or striking case of *Injuries or Accidents* occurring to officers or servants at the hands of Patients, or in the discharge of duty, prior to 15 years' service, the cruelty is even more disgraceful, if discharge is unaccompanied by any suitable Gratuity or Pension, as it too frequently is. The market value of the officers' services may have been ruined, or materially reduced, by his Injury, so that he is virtually sacrificed in such a case to the parsimonious short-sighted policy of an illiberal Board of Asylum Directors!



## XVIII.—ADVERTISEMENT of Pensions.

It is not enough, *after* an officer has served 15 or 20 years in an Asylum, to grant a Pension. Intimation should be made *beforehand*, in inviting by Public Advertisement, or otherwise, candidates for all sorts of office, that they may *calculate upon* adequate Superannuation allowance in the event of faithful service of a given duration. It has been the growing conviction of my official life that, especially as regards *Attendants*, the Medical Superintendent of every Public Asylum should be prepared with a printed Circular setting forth what kind of Recompense they may beforehand expect and depend upon for long and zealous service. Shrewd, prudent persons of both sexes—the class of persons it is desirable to attract to Asylum service—generally think less of their immediate wage than of their *prospects*—of their probable position in the event of their being overtaken by ill-health, accident, injury, age, or any of the disabling contingencies of life. The scale of remuneration offered should be at least as liberal and comprehensive as that for Private Soldiers. The scheme of Army Pay to Privates and Non-Commissioned Officers includes—

(1) During an Active Service of 21 Years.

- (a) Ordinary Pay.
- (b) Good Conduct Pay.

(2) On Retiral or Superannuation at the end of 21 Years' Service.

- (c) Ordinary Pensions.
- (d) Additional Annuities.

# Additional Allowances.

„ Gratuities, or Good Conduct Pay—  
for “good and faithful service ;” “meritorious  
or distinguished service ;” or “long service and  
good conduct.”

- (e) Pensions for Wounds or Injuries in Action ;  
for Diseases induced by Military Service ; or  
for other causes of Disability.
- (f) In exceptional cases, Grants of Land in some of  
our Colonies.

I am strongly of opinion that a

## Circular anent Superannuation

of the following tenor should be prepared in every Public  
Asylum as an attraction to a suitable class of *Attendants* :  
and what is applicable to them is obviously, *mutatis*  
*mutandis*, applicable also to other classes of Asylum officers  
and servants :—

(1) Long and faithful service to be rewarded by  
*Pensions for Life*—the amount of Pension in each case  
being determined by the length and nature of the service.

(2) In general terms, Pensions to be granted *after*  
*15 years' service*, at the rate, in ordinary cases, of not  
more than *Two-thirds of the Total money value of office* at  
the date of Superannuation.

(3) In exceptional cases, Pensions to be either larger  
or smaller than the average above specified ; or to  
be granted for periods of service less than the minimum  
(of 15 years).

In October 1875, I was officially authorised to print,  
in the form of a *Circular* for the information of Candi-

dates for office, and also to *Advertise* in the leading Scottish Newspapers, the following Intimation, of which I give the *ipsissima verba* :

## PENSIONS to ASYLUM ATTENDANTS.

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IN THE

MURRAY ROYAL INSTITUTION, PERTH,

IN ADDITION TO

1. A High-Wage-rate—the *maximum* being £50 for *Males*, and £25 for *Females* :
- 2.—Board, Lodging, Washing, Holidays, and other Advantages :

Attendants are entitled to—

- 3.—PENSIONS, after 15 years' service, at rates—based on those of the Civil Service Superannuation Act of 1859—not exceeding *Two-thirds of the total Money Value of office* at the time of Retirement.

Both Wages and Pensions are made proportionate to the *Quality*, as well as the mere *Duration*, of Service.

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It appears to be becoming the custom in some of the English Public Asylums, in inviting applicants for office by *Advertisement in the Newspapers*, to notify the fact that they Pension their officers. Thus Broadmoor and Durham have done so in Scotch newspapers as regards *Attendants* of both sexes. Broadmoor announces in the "*Scotsman*" (of Edinburgh),\* that "Both Male and Female Attendants are entitled to Superannuation allowance in conformity with the terms of the Superannuation Act of 1859." Durham in the same newspaper† intimates, in regard to Female Attendants, "A Pension is granted after 15 years' service." In the same way the Salford Borough Police Office advertises, also in the "*Scotsman*,"‡ "Superannuation according to Acts of Parliament regulating Retirement from Police Service," and holds out to men of the class from which in Scotland the Male Attendants of its Asylums are mostly drawn, an attractive—"Increase of Pay and Reduction in Hours of Duty," with a rising scale of "Pay and Allowances," including extra "Merit" Pay; free Medical attendance when ill; Full Pay when disabled by injury; and regular monthly and yearly Holidays. It is somewhat unfortunate, however, for the success of their newspaper invitations that Broadmoor has only one Pensioner and Durham none! The best kind of Advertisement in all cases is the fact, which very soon finds its own way to publicity, where it exists, that it is the practice of this or that Asylum to grant liberal Pensions to its officers, and that it is actually spending so many Hundreds per annum on so many Annuitants.

\* In November 1874.

† In January 1875.

‡ In May 1875.

## XIX.—DEFECTS of the foregoing Tables.

The foregoing Tables do not profess to be complete or exhaustive. They are only as complete as my data have enabled me to make them ; but they are probably complete enough for present purposes of generalization. They are avowedly defective in the following respects:—

(1) There are a few of the *older* Public Asylums of England, which I have every reason to believe grant, or have granted, Pensions, but which, nevertheless, have made no Return in reference to my circular—for instance Wakefield and Rainhill.

(2) There are probably several of the *younger* Public Asylums of England—those under 20 years of age—that grant or have granted Pensions ; but from which Asylums Returns were not requested. There may be other Asylums to which, ignorant of their sufficient age, I did not send circulars.

(3) The Returns made by Public Asylums in each of the Three Kingdoms too frequently omit one or more of the following classes of details :—

- (a) The distinction between *living* and *dead* Pensioners.
- (b) The distinction between *male* and *female* Attendants, or other officers and servants.
- (c) The specification of the nature and number of the official *allowances*.
- (d) The assignation of a nominal annual *money value* to these Allowances.
- (e) The *age of Pensioners* at retiral.

- (f) The *duration of Pension*—the length of interval between retiral and death.
- (g) The specification of the *amount of Pension*.
- (h) The *duration of the active service* of Pensioners.

(4) There are occasional discrepancies between the statistics given

- (a) On different pages of the same printed Report—as in the Middlesex Quarter-Session Report of Accounts.
- (b) In written Returns as compared with printed Reports of the same Asylum.
- (c) In written Returns as compared with private letters from different officers of the same Asylum—for instance Physicians and Clerks.

(5) And lastly, it must be borne in mind that *changès* are constantly occurring—for instance, in the amount of Salaries and Wages—in the different Asylums of the Three Kingdoms, the invariable tendency being to *Increase* in their amounts. Thus, since the foregoing Tables were printed, the last Report of Worcester (22d, for 1875) has come into my hands. It specifies (pp. 5 and 28) an *Increase* of £100 to the Salary of the Medical Superintendent; which Salary now, therefore, stands at £700, instead of £600, as given in Table VI. And a similar Increase has to be recorded in the case of the Medical Superintendent at Gloucester.



XX.—TABLE showing the relative AGES  
of the older Public ASYLUMS of the  
Three Kingdoms.

	Date of Opening.		Age in 1875.	
Bethlem (London),	-	1246	-	629 years.
St. Luke's (London),	-	1751	-	124 „
Montrose, old,	-	1782	}	80 „
„ closed in	-	1862		
„ new,	-	1863	-	12 „
Retreat (York),	-	-	-	79 „
Aberdeen,	-	1800	-	75 „
Edinburgh,	-	-	-	62 „
Glasgow,	-	-	-	61 „
Lancaster,	-	-	-	59 „
West Riding (Wakefield),	-	-	-	56 „
Stafford,	-	-	-	56 „
Lincoln (City),	-	1820	-	55 „
Dundee,	-	-	-	55 „
Perth (Royal),	-	1827	-	48 „
Londonderry,	-	1829	-	46 „
Cheshire (Upton),	-	1829	-	46 „
Richmond (Dublin),	-	„	-	45 „
Belfast, -	-	1830	-	45 „
Dumfries (Crichton Royal),	-	-	-	35 „
Hanwell,	-	-	-	30 „
Northampton, -	-	-	-	30 „
Shropshire,	-	-	-	30 „
Devon, -	-	-	-	29 „
York (Bootham)	-	-	-	29 „
North Riding (Yorkshire),	-	-	-	28 „
Somerset,	-	-	-	28 „

	Date of Opening.						Age in 1874.
Kent, - - -	-	-	-	-	-	-	28 years.
Earlswood, - - -	-	-	-	1847	-	-	28 "
Cheadle, - - -	-	-	-	1820	-	-	25 "
Derby, - - -	-	-	-	-	-	-	24 "
Colney Hatch, - - -	-	-	-	-	-	-	24 "
Wilts, - - -	-	-	-	-	-	-	24 "
Rainhill, - - -	-	-	-	-	-	-	24 "
Prestwich, - - -	-	-	-	-	-	-	24 "
Birmingham, - - -	-	-	-	-	-	-	24 "
Warwick, - - -	-	-	-	-	-	-	23 "
Kilkenny, - - -	-	-	-	-	-	-	23 "
Abergavenny, - - -	-	-	-	-	-	-	23 "
Lincoln (County), - - -	-	-	-	-	-	-	22 "
Worcester, - - -	-	-	-	-	-	-	22 "
Cork, - - -	-	-	-	-	-	-	21 "
Nottingham (City), - - -	-	-	-	-	-	-	19 "
Three Counties, - - -	-	-	-	-	-	-	15 "
Bristol (New)* - - -	-	-	-	-	-	-	14 "
Broadmoor, - - -	-	-	-	-	-	-	12 "

\* But all its Pensioners held appointments in the *old* Asylum. The length of service given in the Return refers, however, to the *new* Asylum.



## XXI.—BIBLIOGRAPHICAL REFERENCES.

### 1.—ALREADY PUBLISHED.

#### I. *Medical Reports of the Murray Royal Institution, Perth.*

(a) 30th, 1857, pp. 35 and 36.—Here and elsewhere I showed nearly 20 years ago the desirability of granting to Asylum Attendants a liberal Remuneration both during and after active service, if Asylum authorities hope or expect to obtain and retain a suitable class of these indispensable officers..

(b) 36th, 1863, pp. 23 and 26.—I more fully discussed—still in reference mainly or immediately to *Attendants*—the subject of Superannuation : pointing out *inter alia* the propriety of regarding the Public Asylum Service of the Three Kingdoms as virtually a branch of H.M. Civil Service ; contrasting the practice—in regard to Pensioning—of the Asylums of Ireland and England with that of those of Scotland ; and fortifying my own strong and matured opinions as to the equal Policy and Justice of Superannuation by quotations from the Blue Books of the Irish and Scotch Lunacy Commissioners.

#### II. Article on “*Colonial Lunacy Boards*” in the “*Edinburgh Medical Journal*” for March, 1872.

At p. 818, is given a Table showing the Salaries, Allowances, and Total Money Value of Office, of Asylum (Medical) Superintendents in the Three Kingdoms, compared with those of similar officers in certain of our Colonies, and in the United States of America.

At p. 816, the difficult and delicate question of the *Value of Allowances* is dwelt upon; the maximum in the case of Medical Superintendents in this country being set down at £500, and the minimum at £100, per annum.

At p. 817, a comparison is instituted between the *Emoluments of Asylum Physicians* and those of their Professional brethren in the Army, Navy, and general Civil Practice, or of other Professional or University-bred men.

At p. 823, the various means of *adding to the official Emoluments* of Asylum Physicians are considered and illustrated.

At p. 825, a comparison is made between the *Pensions of Asylum Physicians* and those of Scottish University Professors.

And at p. 826, the general *Principle of Superannuation*, as it applies specially to Asylum Physicians, is discussed.

III. *Annual Blue Books of the Irish Commissioners in Lunacy.*

For instance the last (23d, 1874), contains in the Appendix, besides the Superannuation Lists already quoted, a valuable and elaborate series of Tables (pp. 208 to 217, and also pp. 257 and 258), showing the Salaries, Wages, and Allowances with their Money Value, of all classes of officers and servants in the various District Asylums of Ireland, as well as in the Central Asylum for Criminal Lunatics at Dundrum.

IV. Article "*Superannuation*" in Chambers's Encyclopædia.

## 2.—IN PREPARATION.

A Series of Articles on the "*Superannuation of Asylum Officers: its Principle, Policy, and Practice:*" commenting on the Defects of the Superannuation Acts or Clauses affecting Asylum Officers in England, Ireland, and Scotland respectively; and pointing out the *proper Principle* on which the obvious Policy and just Practice of Pensioning of Asylum Officers should be based.



## XXII.—GENERAL CONCLUSIONS— anent the Principle, Policy, and Practice of Superannuation.

### I.—The PRINCIPLE

On which the authorities of Public Asylums throughout the Three Kingdoms grant Superannuation Allowances, appears to be the belief that

- (a) The Public Asylum service should be regarded as *a Department of H.M. Civil Service*; and that
- (b) All classes of their officers and servants should be entitled to at least equal Pension-privileges with officers of other departments of the said Civil Service, as these Privileges are laid down in the Civil Service Superannuation Act of 1859.

But the Principle, which *ought* to regulate Public Asylum authorities, is to regard the Management of the Insane as so much more exhausting and dangerous both to mind and body than any department of H.M. Civil Service, or even H.M. Military or Naval Service, that *in addition* to the benefits of the Civil Service Superannuation Act aforesaid, Asylum Officers should be entitled to certain special Pension-privileges represented by

- (a) Nominal additions to Length of Service or Age, or by
- (b) Absolute additions to the Maximum Grants under the Act of 1859.

## II.—The PRACTICE

In awarding Pensions to the officers and servants of British Public Asylums is at present to rank all classes of officers and servants as on equal footing, in so far as all obtain, after a certain period of service, a Pension equal to a certain proportion of the money value of their office.

But the Practice which *ought* to prevail should be—

- (a) To make a specific *distinction* between those officers and servants, who have *Charge of Patients*, and those who have not ; and
- (b) To give a much higher rate of Pension to the former—to wit, to  
         Medical Superintendents,  
         Matrons, and  
         Attendants of both sexes,  
 according to the degree and character of their *responsibility*—the exhausting and dangerous nature of their work—the persistency of their worry.

## III.—THE POLICY

Of Superannuation is as a rule lost sight of, or at least is not sufficiently borne in mind, by those who have it in their power to grant it.

But, apart from all question of justice or equity, it is expedient or politic to grant timely Pensions on a liberal scale, especially to those classes of officers on whom the tear and wear of Duty tell most speedily and severely, because of the necessity—in order to the maintenance of

an efficient staff—of always possessing youngish, vigorous, active, fresh officers of all grades. Hence it is desirable in all Public Asylums

- (a) To attract to office, by holding out prospects of Pensions after 15 years' service, a suitable class of officers ; and
- (b) To prevent officers becoming wearied out in service—and *pro tanto* inefficient—by awarding Pensions suitable as to time or date, and amount.



 *SPECIAL REQUEST TO THE READER.*

REFERRING to what has been said (in Table XIX, p. 111), regarding the avowed Defects of the foregoing Tables, and in case of, and in order to, the possible preparation of a more complete and accurate Second Edition of these Tables and their Analysis at a future date, their Compiler invites from the authorities of all British Public Asylums, whether mentioned or not in the present Pamphlet, such additions, corrections, or comments, as may appear necessary or desirable in their special cases.



OTHER WORKS BY THE AUTHOR  
on subjects connected with  
**ASYLUM ADMINISTRATION**  
AND THE  
**NATURAL HISTORY OF INSANITY.**

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*I.—ALREADY PUBLISHED.*

**MEDICAL REPORTS OF THE MURRAY ROYAL INSTITUTION** for the Insane (Perth), for the Decennium 1854 to 1864: with

- (a) Explanatory Preface or Introduction; and
  - (b) Copious Index, classified under the heads of the
    1. Etiology of Insanity.
    2. Symptomatology of Insanity.
    3. Treatment of Insanity.
    4. Construction and Organisation of Hospitals for the Insane.
    5. Morbid Anatomy of the Insane.
    6. Jurisprudence of Insanity.
    7. Social and Political Economy of Insanity.
    8. Statistics of Insanity.
- 

*II.—IN PREPARATION.*

**1. CONTRIBUTIONS TO PSYCHOLOGICAL MEDICINE:**

Being a reprint of Monographs, Memoirs, or Articles, published during the last twenty years in the

*North British Review, Scottish Review, British and Foreign Medico-Chirurgical Review, Journal of Mental Science, Journal of Psychological Medicine, Edinburgh Medical and Surgical Journal, Edinburgh Medical Journal,*

and other Medical or other Journals, bringing the subjects discussed down to the present date; together with certain Additional Chapters.

**2. POPULAR ERRORS CONCERNING INSANITY AND ITS TREATMENT:**

The general object of which is to illustrate and expose the Professional as well as Popular Errors that arise from the Artificial Differentiation of Insanity from Sanity—the Insane from the Sane.

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A Treatise on the Causes, Forms, and Treatment of Mental Defect, Disturbance, and Disease in Domestic and Wild Animals.









